

**UNION OF TAXATION EMPLOYEES
PENTICTON LOCAL 20026
ANNUAL GENERAL MEETING
Days Inn – Monday, January 25th, 2010**

CALL TO ORDER:

Meeting was called to order at 5:45 by President Sharon Hickey
49 members attended for a quorum.

ADOPTION OF THE ADGENDA:

MOTION TO ACCEPT THE AGENDA: Cindy Young
2ND: Colin Halliday
CARRIED

INTRODUCTION OF THE HEAD TABLE:

Betty Bannon – UTE National President
Pamela Abbott – UTE Regional Vice-President
Brenda Williams – UTE Local 20026 Secretary
Sharon Hickey – UTE Local 20026 President

UNION OF TAXATION EMPLOYEES ANTI-HARRASSMENT POLICY:

Copy of the policy has been placed on each table for all participants to review.
This meeting will be a harassment free environment.

ADOPTION OF THE MINUTES FROM 2008 ANNUAL GENERAL MEETING:

MOTION TO ACCEPT 2008 AGM MINUTES: Christy Tiessen

2ND: Cindy Young

CARRIED

BUSINESS ARISING FROM 2008 ANNUAL GENERAL MEETING MINUTES

No business to be carried over from 2008 Annual General Meeting.

PRESIDENTS REPORT (SHARON HICKEY):

At our February 2008 AGM Dave Miller was elected as President and I was beginning the 2nd part of my term as 1st VP. In May 2009 Dave decided to take a transfer to Hamilton and I stepped into the position as interim President.

At this time I'd like to thank Derek Johansson for stepping in as the Interim Vice President and the 4 new stewards, Ali Burton, Stephan Dobernigg, Shivnesh Reddy and Nathan Zailo, that joined us this fall.

The last 6 months have been very busy. In May & October Linda Howard and I attended a Regional Grievance Training and a Staffing course. In June I attended an interregional Equal Opportunities Conference in Edmonton, I attended the September President's Conference and in November Derek Johansson and I attended the employers Staff Relations Training course. Also in November I was selected as one of the BC Regional Delegates to the PSAC National Occupational Health & Safety Conference.

I also sit as co-chair on the Occupational Health & Safety Committee. Meetings are held monthly except in July and August and are posted on the bulletin boards.

The year ahead will be an interesting one for us. We may have staff joining us from the Province of BC do to the harmonization of PST & GST. It will be a difficult transition for the employees as they will be coming into a totally new work environment. I know our member will welcome and support them during this difficult time.

Our current contract will expire October 2010 so the next round of bargaining will be an interesting time for us. I'm not sure we will be as fortunate as we were in 2007 and have a contract prior to the expiry of the current one. Please feel free to send in any items you feel should be a bargaining demand. Click on the following link to submit your demands:

<http://www.ute-sei.org/English/Publications/bulletins/2008/B07.cfm>

2009 Committee Assignments for your Executive Members are as follows:

Bursary and Scholarship: Sharon Hickey

Collective Bargaining: Derek Johannson, Brenda Williams

Constitution and By-laws: Dave Miller, Sharon Hickey

Education and Training: Colin Halliday, Linda Howard

Employee Assistance Program: Linda Howard, Diana Fraser (member at large)

Grievance and Staffing Recourse: Dave Miller, Sharon Hickey, Colin Halliday

Membership: Brenda Williams, Julie Johannson

Occupational Health and Safety: Dave Miller, Sharon Hickey, Ruth Eisworth

Political Action: Cheryl Ballantine, Brenda Williams, Linda Howard

Women, Equal Opportunity, Employment Equity: Ruth Eisworth, Cheryl Ballantine

Staffing and Workforce Adjustment: Ruth Eisworth, Derek Johannson

Web Site Administrator: Rowena Santo (member at large)

Monthly executive meeting are held and minutes are posted on the bulletin boards along with other union information.

Thank you for your continued support and please feel free to contact me or any member of the executive at any time.

MOTION TO ACCEPT PRESIDENTS REPORT: Gord Johnson

2nd: Cheryl Ballantine

CARRIED

1ST VICE PRESIDENT REPORT – DEREK JOHANNANSON

Since taking on the position of Vice President – UTE local 20026, July 2009, I have taken part in a Labour Relations course, facilitated by Regional HR in November 2009, an OHS training session, January 2010.

I have also participated in several staffing related discussions with management regarding terms and job opportunity posters.

I have co-facilitated two new hire sessions as well as participated in 2 UMC sessions.

MOTION TO ACCECPT 1ST VICE PRESIDENT REPORT: Carole Davis

2ND: Heather Campbell

CARRIED

TREASURER'S REPORT

Documents were placed on each table for members to review.

The treasurer will have to change the date on the Budget – 2009 should be 2010.

Comments pertaining to Treasurer's Report:

- have documents available prior to the annual general meeting
- can the documents be email to all UTE members prior to the next AGM?

- post the documents on the union bulletin boards prior to the next AGM
- have the entire AGM package available prior to the next AGM
- Proposal from Regional Vice President Pamela Abbott was to post the information on the local website prior to the next AGM.

All of the above comments will be reviewed by the 2010 – 2011 Executive of UTE Local 20026.

MOTION TO ACCEPT TREASURER'S REPORT: Shiv Reddy

2ND: Colin Halliday

CARRIED

COMMITTEE REPORTS:

Grievance Committee Report – Colin Halliday

Please be advised of the outstanding grievances for Local 20026.

We currently have 9 grievances outstanding:

1. Six (6) are at Level 4. Five of these were filed in 2001 and the griever has since retired.
2. One (1) is at Level 3*
3. Two (2) are at Level 2
4. None at level 1

The Wage reduction grievance* referred to above is a "Group" now at Level 3 is a grievance with 152 signatories. It is referred to a Sharon Hickey et al. Replies by the employer at each level are posted on union bulletin boards.

Your Local executive passed a Resolution to have Sharon and the Grievance Committee accept and respond to all Levels of the grievance process on behalf of all signatories. This was necessary so that we did not have to physically deliver each member a copy. We also initially had a problem identifying names.

Throughout the year your Executive dealt with a number of complaints, problems, etc. The majority of these were settled without the need for filing grievances. We generally used various tools under the umbrella of UMI.

Please remember your executive is always willing to meet with you and an employer representative for any reasons that you may have. Also of course with any member who would just like to talk about something bothering them.

A number of the referrals that we had were with regards to the employers "Duty to Accommodate". Grievances were filed on two of these. One was settled at Level 1. The other is still outstanding at Level 4.

We believe we have dealt with all of these complaints/grievances appropriately and we hope satisfactorily. No members have come back to us to request our further input or our involvement. Please remember the Duty to Accommodate is an Employee – Employer driven process which always deeply involves the employee and generally his/her medical team. Employee input is crucial as to the type of accommodation needed.

Education and Training – Colin Halliday

Please be advised that UTE members attended a number of training courses/sessions and conferences throughout 2009. All attendees were members of your local executive.

- Three of our four new Stewards attended the, TUB (Teaching Union Basics) course.

- One Executive member attended a PSAC Duty to Accommodate course.
- Two Executive members attended a UTE Inter-Regional EO conference
- Two Executive members attended a UTE BC Regional Grievance course
- Two Executive members attended a CRA Labour Relation Course for MG's
- One Executive member attended a BC PSAC OHS Conference

The costs for these are contained in the 2009 financial statements.

Women's Committee Report, Equal Opportunity Committee Report and Employment Equity Committee Report – Ruth Eisworth

Equal Opportunity Committee

Aboriginal People

In 2009 the Penticton office received 15 applications and hired 2 of those students through the Aboriginal Student Employment Program. Over time this program has sparked interest in many of the local bands that now see our office as a career choice for their members.

Women

To celebrate *International Women's Day*, we once again had our Business Attire Donation Program. This was the third year of the program and it was a success again this year. We have not yet received the statistics from WINGS but all indications are that we assisted dozens of people in need, which were referred to our program. Over the years we have supported many community organizations including the South Okanagan Women in Need Society, Penticton & Area Women's Centre, South Okanagan Victims Assistance Society, Okanagan Nation Transition Emergency House, Job Wave and Work Zone.

Women's History Month was celebrated in October. A series of poster boards was posted and several women were honored. The displays celebrated women and their accomplishments in

our province. A display regarding the history of women's hockey was also presented in tribute to the women's' hockey teams competing in the Olympics.

Visible Minorities

February is *Black History Month*. Plans are being made to prepare poster boards outlining the profiles.

Employee Assistance Program Committee Report

No report was available for the Annual General Meeting.

Collective Bargaining Report – Brenda Williams

This year was a quiet year for the Collective Bargaining Committee. There were no bargaining demands received as we have a collective agreement in place.

Bargaining Demands can be forwarded to the Executive at any time and will be forwarded to the National UTE Office in Ottawa. Forms can be found on the UTE website -

<http://www.ute-sei.org>.

Work Force Adjustment Committee Report

No report was available for the Annual General Meeting.

Membership Committee Report – Brenda Williams

During the year several address change requests were received and forwarded to the UTE National Office for completion. The committee also ensures that when new employees are hired, their union cards are sent to the UTE National Office for input. The committee also notifies the National UTE Office when employees leave the employment of the Canada Revenue Agency. Just a reminder, all address changes can be made on the UTE Website at www.ute-sei.org.

Political Action Report – Cheryl Ballantine

In response to the rollback of the contracted UTE-CRA wage increase from 2.5% to 1.5% by the Harper government, a plant-gate action was undertaken on October 13, 2009 by the union executive of Local 20026.

A grievance package was distributed to all UTE members of Local 20026 prior to their entering the CRA workplace. Members signed a letter from their package, and forwarded it to their federal member of parliament advising the MP of their dissatisfaction with the breaking of the legally negotiated contract by the federal government.

Signatures were also obtained from the membership for this grievance, which was then forwarded to UTE headquarters for presentation to the employer.

A total of 75% of the membership receiving the package signed onto the grievance, which is now at third level.

MOTION TO ACCEPT COMMITTEE REPORTS: Mathew Taylor

2ND: Christy Tiessen

CARRIED

Scholarship Committee Report – Carole Davis

Following the 2009 annual meeting, the scholarship committee was appointed by the Executive of UTE Local 20026. They met several times to make the necessary changes to the eligibility requirements as directed by the membership. A new application form was drawn up and posted on the union bulletin boards. As well, both form and information were emailed to all UTE Local 20026 members.

The committee received six applications to screen, and the two scholarships were awarded by random selection to Cari Sheaves and Joel Madsen. Subsequent to notification, thank you letters were received from both recipients.

One committee replacement is required for this year. Carole Davis will be retiring this summer. Laila Beam and Greg DeGagne will remain as members with Mona Hazel as backup. Having a backup member worked very well as there were always three people present for meetings. The process of selecting the scholarship recipients is very simple so the position involves a minimum of work.

The committee would like to thank the membership for the confidence placed in it to follow the directives given and for the opportunity to serve as committee members.

Scholarship Committee 2009:

Carole Davis, Laila Beam, Greg De Gagne and Mona Hazel

There will be a vacancy this year on the Scholarship Committee as one person will be retiring. Christy, Brenda Krell, and Cindy Young put their names forward.

All scholarship information is posted on the union bulletin boards located in both office locations (277 Winnipeg Street and the LRC on Nanaimo Avenue).

MOTION TO ACCEPT THE SCHOLARSHIP COMMITTEE REPORT: Stu Scott

2nd: Christy Tiessen

CARRIED

UNFINISHED BUSINESS FROM 2008 ANNUAL GENERAL MEETING

There was no unfinished business to discuss from the 2008 Annual General Meeting.

GUEST SPEAKER – PAMELA ABBOTT

UTE REGIONAL VICE-PRESIDENT

Pamela thanked the Executive of UTE Local 20026 for arranging to have their Annual General Meeting before the upcoming Olympics and for inviting her to speak.

Pamela advised that the Call Centre in Vancouver is now Local 20050.

There is an area of concern from the results of the UTE and Employer surveys that were held. Communication seems to be an area of concern and Pamela has asked all local executives in the Pacific Region have a meeting to discuss how to overcome this problem.

The training plan for UTE Local 20026 has been completed, there will be a Grievance Course for the 4 new shop stewards to attend and a Duty to Accommodate that Pamela would like to see the entire executive attend. National Office will be offering a Staffing Course in the 2011 year and the next Triennial Convention will be held in Montreal in 2011.

Pamela advised that there have been meetings and briefings regarding the upcoming HST conversion. There impact in SITSO will be minimal, the bulk of the work will be located in the

lower mainland and these offices will be absorbing the majority of the provincial employees coming over to the Federal Government.

Pamela again thanked the Executive of UTE Local 20026 for inviting her to speak at the 2009 Annual General Meeting.

**GUEST SPEAKER – BETTY BANNON
UTE NATIONAL PRESIDENT**

Betty thanked the Executive of UTE Local 20026 for inviting her to the Annual General Meeting.

Betty discussed the UTE Newsletter and advised that all members are able to submit articles or stories. All they need to do is give the article to any executive member of UTE Local 20026 and they will forward to the National Office in Ottawa.

On the UTE Website, <http://www.ute-sei.org>, members are able to subscribe to the news list and have information emailed to them. You must have a valid email address.

Betty wanted to remind members of the national scholarships available from UTE and PSAC. All information is available on-line at the UTE and PSAC website.

UTE Website: <http://www.ute-sei.org>

PSAC Website: <http://www.psac-afpc.org>

Betty discussed the UTE Questionnaire that was sent out to members. This was first completed in 2003 and in 2009 many of the same questions were asked again. There were improvements but there is still work to be completed. Betty has asked all local executives to work on an action plan to improve results for when the next questionnaire is sent out.

At the 2008 Annual General Meeting a question was asked to members attending – did they want the union to endorse a political party – the answer was NO across the country. Betty advised that the message was loud and clear from all the Annual General Meeting’s she attended last year – the answer was no.

There was no current information pertaining to bargaining, Betty advised she is waiting to hear more in March 2010, after the 2010 – 2011 Federal Budget has been brought down.

If any member has demands that they would like to put forward, please fill out the form on the UTE website and give to any member of your local executive and they will forward to the National Bargaining Committee in Ottawa. The form is available on-line permanently and can be sent to Ottawa at any time. The National Bargaining Committee will prioritize all the demands and choose the top 20 to take to the bargaining table.

Betty has asked all members to participate as much as possible when the bargaining team is at the table. The team is committed to work hard and to try and achieve the success they had during the last bargaining session – getting a signed contract before the first one has expired.

January 1, 2010 there was a scheduled union dues increase that was passed at the 2008 Triennial Convention held in Vancouver, BC. Due to Bill C10 – the finance committee recommended not to increase the UTE portion of dues. There was a union dues increase January 1, 2010 from the Public Service Alliance of Canada (PSAC).

Betty discussed PSTAR and that employees will be coming into the Federal Government from the Provincial Government. These employees will bring with them their years of service, sick leave credits and vacation leave credits when they start their new positions with the Canada Revenue Agency.

Betty advised that most of the jobs will be located in the Victoria TSO, Vancouver TSO and a few in other tax services office in the Pacific Region.

The Union has meetings over the next three days to discuss a Human Resources Agreement. Nothing has been finalized at this point in time.

Betty was disappointed that she had to discuss again at Annual General Meetings unauthorized access on the mainframe computer and inappropriate use of the email system used by the Canada Revenue Agency. There have been numerous memorandums issued, the Regional Vice-Presidents, local presidents and directors have warned employees but it is still happening. Please do not access any file unless work related, if you do access a file that you are not authorized to have access do, you could face suspension or dismissal from the department. Please read the notice on the ACSES screen every morning when you sign onto the mainframe – the warning is there every day. Before you access a file, ask yourself – do you need access to this file to do your job, if your answer is no – don't do it.

Please do not use work email for sending pictures, jokes, chain letters, pornography, etc as if you do you could face a 30 or 60 day suspension. If you are caught sending emails that contain pornography, the union will be unable to help you. Please only use work email for work related information.

Please be informed that if you are caught accessing information or files that you are not authorized to access and an audit trail is completed, the union is unable to help you.

There have been several instances this year where members have lost their jobs due to sending inappropriate emails and accessing information that they were not authorized to access. These members that were let go had several years of experience, not new employees.

THANK YOU'S BY THE PRESIDENT

President Sharon Hickey wanted to thank Dave Miller for his time as President and wish him luck in his new job in the Hamilton Tax Services Office.

Sharon also wanted to thank Shop Steward Linda Howard for all her hard work and great years of service.

Sharon also thanked Ruth Eisworth for being a great sounding board, for all her hard work as a shop steward. Ruth will be retiring in August, 2010.

ELECTION REPORT – SHARON HICKEY

On December 7, 2009 a notice was issued to all members to call for Nominations for the following positions:

- President – 1 year term
- 1st Vice-President – 2 year term
- Secretary – 1 year term
- Treasure – 2 year term
- Stewards – 1 year term

The nomination process closed December 21, 2009; the date of the elections was set for January 13, 2010.

By December 31, 2009 the following nominations had been received:

- President – Sharon Hickey, nominated by Julie Johannson and Sally Atkinson
- 1st Vice-President – Derek Johannson, nominated by Rowena Santo & Julie Johannson
- Secretary – Brenda Williams, nominated by Linda Howard & Geri Welsh
- Treasurer – Suzanne Besseling, nominated by Sharon Hickey & Ed Tiessen

Stewards:

Cheryl Ballantine, nominated by Christi Zednai and Kim Grace

Ruth Eisworth, nominated by Sharon Hickey and Derek Johannson

Colin Halliday, nominated by Lisa Minardi and Simon Ree

Linda Howard, nominated by Brenda Williams and Geri Welsh

Stefan Dobernigg, nominated by Nathan Zailo and Shiv Reddy

Nathan Zailo, nominated by Stefan Dobernigg and Cindy Sattelberger

Shiv Reddy, nominated by Stefan Dobernigg and Nathan Zailo

Ali Burton, nominated by Kim Dixon and Heidi Roche

All positions were filled by Acclimation.

MOTION TO ACCEPT ELECTION REPORT: Cheryl Ballantine

2ND: Christy Tiessen

CARRIED

SWEARING IN OF THE NEW EXECUTIVE

Betty Bannon did the swearing in of the 2010 – 2011 Executive for UTE Local 20026.

MOTION TO ADJOURN: Carole Davis

MEETING WAS ADJOURNED AT 7:10 PM AND DINNER WAS SERVED

ATTACHMENTS TO ACTUAL MINUTES (NOT ENCLOSED)

Review Engagement Report

Balance Sheet for the Year Ending November 30, 2007\Statement of Income and Expenses
for the Year Ending November 30, 2007

2008 Budget