

**UNION OF TAXATION EMPLOYEES
LOCAL 20026 – PENTICTON
EXECUTIVE MEETING
Wednesday, March 31, 2010**

CALL TO ORDER: - ROLL CALL: 12:00 PM

Present

Sharon Hickey, President
Suzanne Besseling, Treasurer
Ruth Eisworth, Steward
Nathan Zailo, Steward
Cheryl Ballantine

Derek Johannson, 1st Vice President
Brenda Williams, Secretary
Colin Halliday, Steward
Shiv Reddy, Steward

Absent

Ali Burton, Steward

Stefan Dobernigg

BUSINESS ARISING FROM PREVIOUS MINUTES

No business arising from previous minutes.

PRESIDENT'S REPORT

UMC – Highlights:

- Ruth & I attended March 16
- Issue from survey – Fear of Reprisal due to Redress – we were 2% higher than any other office in the region. Item to be discussed at MG Forum and possibly a joint union/mgt presentation at team meetings.
- UMI In Action – Phase 3 to start in June

President's Conference – Highlights:

- Derek & I attended
- Bill C-10:
 - Regionally 1045 of 3215 members signed the grievance, we had 152 of 236
 - Nationally we were 12 shy of 10000 grievances
- Pension Petition:
 - 61000 of 100000 PSAC members signed the petition. We did not have a great response from this office. More to come on this.
 - The biggest speaker against our pensions is Catherine Swift, President, Canadian Federation of Independent Business (CFIB). If a business is a member of this organization they will have a sticker in their window. View their web-site.
 - Also press not putting out correct info.
- Pension Surplus hearings to be held April 19& 20
- New Harassment Policy coming out – once out there will be Train the Trainer sessions
- Collective Bargaining:
 - Demands submission closes March 31, 147 received to date
 - Team to meet May 5 to review demands and pick the team that will sit at the table in September

- Training & conferences:
 - Grievance Course May 28-30 in Richmond – funded for 2, Nathan & Shiv to attend.
 - Regional OHS Conference – Calgary – April 24-25, Brenda to attend
 - Local Officer Training – June 24-26, Richmond, Sharon & Derek to attend
 - Duty to Accommodate – TBA
 - Staffing – Sometime in 2011
 - No PSAC courses scheduled in the Okanagan at this time

PSTAR:

Info sessions held, not a lot of feedback or queries. UTE to meet with the employer shortly to look at the job descriptions.

Meet & Greet:

No one responded to my email asking for someone to take this on so it is tabled.

1ST VICE-PRESIDENT'S REPORT

Attended President's conference March 17 – 21

Highlights:

- Pension – CFIB (Canadian Federation of Independent Business) spear-heading campaign to reform civil servant pensions, discussed what the locals can do, one suggestion, to identify local CFIB businesses within SITSO – Penticton region and discuss what is being suggested by Catherine Swift (CFIB President) advise shop owners that if pensions are adjusted we may not be able to shop at those stores. NO boycott has been advised at this point.
- Inconsistencies as to what each local did or didn't do, some did petitions others desk drops, PSAC Pres discussed what each local can do, become more active.
- HST (PSTAR), Discussed breakdown of employees, advised to welcome new members, PISP not welcome in future discussions
- Local appreciation, resolution passed to have National review applications from locals for assistance for appreciation activities, suggestions such as golf tourney's, pizza days, etc.
- National OHS co-chair Chris Alyward discussed safety of front counter staff, advised that Director General of Security advised ALL sites will be advised to have their commissionaires be more diligent with potential conflict. Advised Chris that SITSO Penticton & Kelowna do not have commissionaires on site, Chris requested that I send an email advising this.

COMMITTEE REPORTS

GRIEVANCE AND STAFFING RECOURSE: No report.

EDUCATION AND TRAINING: No report.

WOMEN AND EQUAL OPPORTUNITY AND EMPLOYMENT EQUITY: No report.

OCCUPATIONAL HEALTH AND SAFETY: No report.

MEMBERSHIP: No report.

CONSTITUTION AND BYLAWS: No report.

BURSARY AND SCHOLARSHIP: No report.

EMPLOYEE ASSISTANCE PROGRAM: No report.

COLLECTIVE BARGAINING: No report.

POLITICAL ACTION: No report.

STAFFING & WORK FORCE ADJUSTMENT: No report.

WEBSITE ADMINISTRATOR: No report.

NEW BUSINESS

Field Calls, Late Hour Premium: Article 25.12(b) states:

“An employee who is not a shift worker and who completes his work day in accordance with the provisions of paragraph 25.1 1(b) shall receive a Late Hour Premium of seven dollars (\$7) per hour for each hour worked before 7:00 a.m. and after 6:00 p.m. The Late Hour Premium shall not apply to overtime hours. “

Field calls are currently being completed in Revenue Collections and members are being asked to work past 6:00 pm at night to complete field calls. These members have been advised by their respective Team Leaders to adjust their working hours to accommodate the later hour calls. As per the above article, members would be entitled to the Late Hour Shift Premium. Currently members are being told by team leaders to adjust their hours of work so they can work after 6:00 pm.

Sharon will send Tony Brosseuk an email advising that these members will be requesting the Late Hour Premium as they are working past core hours of 6:00 pm.

UNION MANAGEMENT INITIATIVE - REPORT BY CHERYL BALLANTINE

This was the first session given by me (as union rep) and Paul Brisson (management rep).

Ten management reps and two union reps were in attendance. The roster was based on which individuals on the union executive and in management that had not yet participated in the previous Part I sessions. A second Part I session will be held in the summer for those who were unable to attend.

UMI Part II “UMI IN Action” will be held this fall for all union executive and management.

The management participants indicated the need for assistance in understanding procedures and policy with respect to the handling of actual grievances, when issues have not been

resolved through UMI. Paul Brisson is going to investigate the possibility of such a course being implemented for managers, through consultation with Tim Gahagan.

Union executive participants had not yet had experience in dealing with management in a union capacity so their UMI perspective was based solely on their employee to supervisor vs. union to management capacity. UMI will better serve them once they have attained the union to management experience.

Consensus was that participants felt better capable to deal with workplace issues after the UMI course, than before.

UMI and Union Participation: Ruth was advised by Betty Rycroft in Human Resources that the union does not have a voice when UMI involves a performance issue. The local executive believes that the union does have a voice in UMI for all situations other than action pertaining to disciplinary action.

There have been concerns expressed not only by this local but by other locals that the UMI process is becoming a Management Initiative and putting too many limitations on the Union.

MOTION: Local 20026 withdraw from Union Management Initiative Southern Interior Tax Services Office Penticton: Colin

The above motion has been tabled until the April 21, 2010 executive meeting.

Sharon will be requesting a meeting with Tim Phelps, Director, to discuss the union's concerns regarding the Union Management Initiative.

CORRESPONDENCE

Usual correspondence was received.

WELFARE OF THE LOCAL

No reports.

ROUND TABLE

Ruth: Ruth advised that with all the changes to team taking place in Audit has created speculation and rumours and low morale. There have been team leaders who have told their staff where they are moving to and who they will be reporting to. Other team leaders have not done this and the unknown is causing rumours which are causing low morale.

Sharon will discuss with Tim Gahagan for further clarification.

ADJOURNMENT

Meeting adjourned at 12:40 pm.

Next meeting Wednesday, April 21, 2010, 12:00 pm in the Director's Board Room