

Union of Taxation Employees Local 00051**Presidents Year End Report**

Thank You for taking the time to read this report. As I enter into the last year of my three year term as your Union of Taxation Employees Local 00051 President, I find that many changes have or are about to take place that I did not campaign for.

During my term, we have had to deal with the closure of the Eastern Distribution Centre (Keaton Warehouse) and many of the members from that location are now working at Toronto West, others found work at Toronto North Tax Services Office or at Canada Boarder Services. It was an emotional time for these members and both Union and Management worked closely to ensure work was found for these members and that the transition went as smooth as possible.

This year we have had the relocation of the Ontario Regional Office to King Street in Toronto and our members transferring to Union of Taxation Employees Local 00013 and the Regional IT Support Team relocating to the 6th floor of 5800 Hurontario Street, I like to welcome them.

I have continuously challenged management as it relates to acting and the length of acting and for the most part management is working with guidelines that have been within reason. We have had one process that seems to have been the thorn that has been more painful then any other local struggle and that was with the SP-06 changed to SP-07 Resource Officer/Complex Case Officer. That process is near completion or has been completed however the process has exhausted a lot of Union hours in reviewing the process along the way and members concerns.

With the H1N1 pandemic the Union lobbied for hand sanitizers to prevent or lesson the impact of the flu on staff as a whole, and we suffered ridicule from management and even had to listen to them laughing at us, but in the end the Union won out.

Bill C-10 had the audacity to violate a signed collective agreement and roll back our wages to punish us for an economy that went in the toilet due to Corporate America and Financial America that had a negative impact on all world markets. We have become too dependent on the American Economy, although through measures within the working government our Banks did not find themselves floundering or in collapse like their American cousins, in actual fact our banks gained their rightful place in the Global Financial Markets. Bill C-10 is in the courts and we have precedents and are confident we will win this court challenge, although it will take time. We have also filed a group grievance and are still proceeding with these avenues.

The new year brought a new monster, and that monster is known as PSTAR or simply put moving provincial tax employees from the province to work at Canada Revenue Agency collecting the Harmonized Sales Tax (HST). Again with change there are hurdles there are bends in the road that we did not foresee or bends that we had no involvement in. All the decision where made at the National Level and we were forced to accept what was happening.

At the same time with Federal Budget there was a buzz that Mr. Flaherty wanted to revamp Public Service Pensions and we began our local Pension Campaign fight, we continue with the battle, because as long as there are Public Sector Employees, Mr. Flaherty will try to strip us of the Pension that we have earned through defined contributions. Local Presidents from all Unions under the PSAC meet in June to discuss ways to get our members involved in the Pension Fight back Campaign. The Unions will never back down from this battle but we need your support we need you to write your MP, email your MP, fax your MP, visit your MP, have your MP on a first name

basis with you. This is your pension and you have to be involved in this campaign or no matter how hard us activist work, we will lose. We need you!

Duty to Accommodate seemed to be buzz word for 2010 with Union activist constantly reminding management of their legal obligations as it related to Duty to Accommodate, some accepted and worked smoothly with management where others who did not understand seemed to give us the most grief. It is not our job to educate management, however in many instances we had to give them schooling.

Classification continue to be reviewed at the National level and what I thought was a good thing of having he SP-06's reclassified to the SP-07's. With the amount of time and frustration that was produced because of this, makes me kind of wish that it wasn't. Or battle seems to be with compensation and not with the staff, but the direction of their managers.

Within the next few days of you reading this, our collective agreement will have expired and I believe that we will have a signed agreement before October 31, 2010, will we have got major wage increases maybe not, but after reading what was put forth as Bargaining demands this time around would seem to be a win for the Union. It may not have put more money in your pocket, however it has given you more time off and as the old saying goes-"time is money".

My work is not done and there is still so much to do, and I look forward in serving you as Local President for one more year. I want to see the Provincial people assimilated with positive synergy. Yes, there will be bumps along the way, but half the fun is getting there. In closing, I would like to say, that if each and every one of you would take an active role in the Union even as stewards, our strength would be strong enough to meet any challenge that came our way.