



UTE LOCAL 00051

President's Report

October 29, 2009

On behalf of myself and the Executive Council, we would like to welcome each and every one of you to Local 00051's ninth annual general meeting.

Brothers and Sisters, this has been a most difficult year. We have fought many hard battles some we have won and some we have lost. Our Brothers and Sisters at the Eastern Distribution Centre found that they were Workforce Adjusted, in short without a place of work. I worked closely with Management to ensure that all effected members were placed in other jobs and I am proud to say that the majority of them have been placed, however our work is not done as we have members who have received their option letters and they have had to make some tough decisions. We have a few members left to place as others have chosen the package and have moved on to explore other career opportunities.

During the last round of bargaining, the parties negotiated the conversion to a new Agency classification standard, an economic increase of 2.5% for each year during the life of the contract, changes to the Agency's policy on term workers and enhanced benefits for part-time workers including improved overtime provisions, as well as overall gains in personal and bereavement leaves and some improvement in vacation leave, however the Government introduced Bill C-10 and your Union fought hard to have this bill defeated. We plantgated in the cold early mornings of November and December to inform our members and encourage them to send emails, letters, faxes, call and visit their MP's to show there discuss at what Bill C-10 proposed and that was to role back our negotiated 2.5% raise to 1.5% and the new legislation would limit what we could ask for in the first year of our next contract. Brothers and Sisters we fought a valiant battle, however in the end, those we though were our allies, snuggled up to the powers that be and allowed Bill C-10 to pass

In April, Rita Hinchliffe and Hamid Akbar attend the National PSAC Convention in Vancouver. The UTE opposed many of the resolutions with costing however UTE was out voted. Since all the resolutions could not be heard at convention they were taken back to Committee and those with no costing went concurrence and those with costing went non concurrent. Hamid provided a report and brought back very useful information for the local.

It was also in July that our members of the Eastern Distribution Centre (also known as Keaton Warehouse) were given the shocking news that the warehouse would be closing its doors in July, 2009 and that the function of the warehouse would be relocated to Winnipeg. As a result, we also lost the opportunity of being the mailroom hub for Greater Toronto. This function will be performed by Sudbury in November, 2008. Because of this move, we now have 35 employees affected by this change. The majority of these employees are SP02s and are the lowest paid in the organization and, what makes our task to place them quite daunting, are the limited positions available for this grade and level. But with the co-operation of the CRA, employees and union representatives we hope to prevail and, if possible, see no lay-offs happen.

We have also worked hard within the past year in regards to accommodation within the workplace. We are still finding a lot of inconsistencies, barriers and inappropriate application of the Duty to Accommodate Policy. In many instances, the Employer is still insisting that the only way a member can be accommodated is with the approval from Health Canada.

We are still pursuing all accommodation requests on an individual basis, as all needs are not the same. We are also continuing to push the Employer to accept a letter from the employee's treating doctor rather than going to Health Canada, as going to Health Canada can only result in further suffering and deterioration of our member's health.

Because of the difficulties in handling accommodation issues, it has been recognized by our Director, Anuradha Marisetti that training for Senior Management to team leaders would be helpful. To this end, she purchased CDs of two (2) audio conferences held by Lancaster House which deal with accommodating "invisible disabilities" like mental illness and conditions relating to workplace stress and deals with issues involving access to and disclosure of medical information during the accommodation process. This information will subsequently be rolled out to management in the near future. In September and October, information sessions were rolled out to management regarding the Agency's Illness and Injury Policy.

In closing, I can assure you that I will continue to represent you, to the best of my ability and would like to take this opportunity to remind you that this is **YOUR** union and whether you become involved in the union as a Steward, Executive Council member or simply a member at large, your continued support is always welcomed, and to say that we can't do it without **YOU**.

In Solidarity,

Randy McKeown
President, UTE Local 00051
Toronto West