



**Program of Demands and Input Call for
PSAC/UTE Members Employed by
Canada Revenue Agency (CRA)**



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada



Table of Contents:

Message from PSAC Leadership	1
PROGRAM OF DEMANDS – GLOBAL OBJECTIVES	3
Job Security.....	3
Defending Quality Public Services.....	3
Workforce Adjustment Appendix (WFA)	3
Student Employment	3
Fair Wages.....	4
Acting Pay.....	4
Recognition of Service (Seniority)	4
Work Life Balance	5
Compassionate Care Leave Top-up	5
Term Employees’ Vacation Leave Credits.....	5
Leave with Income Averaging.....	5
Human Rights (Including Health and Safety)	6
Injury-On-Duty Leave.....	6
Bullying and Violence in the Workplace.....	6
Environmental and Social Justice	6
Social Justice Fund.....	6
Workplace child care	6
Public Transit Passes	7
Workplace Democracy	7
Union Leave.....	7
Union Leave Without Pay – Salary Continuation.....	7
Whistleblowing.....	8
UTE – INTERNAL BARGAINING DEMANDS	9
WHAT MAKES A GOOD BARGAINING DEMAND?	13
INSTRUCTIONS FOR RESPONDING TO THE INPUT CALL.....	15
PSAC/UTE BARGAINING DEMAND FORM.....	16



Message from PSAC Leadership

Bargaining with Canada Revenue Agency is always challenging. Given that this employer is so closely connected to the federal government, they are never far from the ability to enact new legislation that impacts the working lives of workers at CRA. We have certainly witnessed this since the last round of bargaining, when the Conservative government passed legislation rolling back our freely negotiated economic increases, and effectively putting an end to pay equity.

But the last round also proved what we can do when we are mobilized and politically active. Thanks to the committed efforts of PSAC/UTE members at CRA, we were able to obtain good economic increases for many members through conversion to the new SP classification standard. We achieved real gains for all members and we were able to do so before the expiry of the previous collective agreement.

This was possible because workers were engaged, mobilized and politically active in support of our bargaining team. We are all going to have to work hard to ensure that union members are active in this round as well, given the challenges we are sure to face at the bargaining table.

As such, it is time for membership input for the coming round of bargaining with CRA. To win at the bargaining table we must engage members of our union from the very start of the bargaining process. Collective bargaining is about improving our working lives. It is through collective bargaining that we have a real say in the terms and conditions under which we work. As with the previous round, our objective is to initiate bargaining well in advance of the expiration of the current collective agreement, but to initiate the bargaining process we need your ideas and input. **We need your direct involvement in preparing for bargaining of our new collective agreement with CRA.**

This document contains an initial “Program of Demands”. Its purpose is to provide a tool to assist Locals in discussions with members about bargaining demands. Some of these demands have been selected from the list of unresolved issues from the last round of bargaining. Others reflect issues that have emerged during the life of our current agreement or reflect the long-term goals of our union.

The Program of Demands is intended to elicit discussion among members. We invite members to submit demands (with supporting rationale or description of a problem) on all issues of importance. This includes those that you see in this document. After all, this is your collective agreement; we want to hear from you. Your feedback on these proposed solutions to workplace problems is critical to the process, as is your input for other proposals for amendments to our collective agreement with CRA.

You will see that an overall limit on the number of demands has been established. **The Union of Taxation Employees will be instructing Locals to submit no more than 10 demands.** If any Local sends more than 10 demands, only the first 10 will be considered. The purpose of this limit is to encourage a disciplined approach to bargaining and provide a framework for the setting of priorities throughout the process.

Once Local demands are received at UTE National Office the package is presented for discussion and vetting by PSAC/UTE National Bargaining meeting participants in May 2010. National bargaining team members finalize the package of demands and establish priorities in preparation for an electronic exchange of demands with the employer on July 1, 2010. The parties will then set dates for bargaining and begin negotiations. Regular bargaining updates will be posted on the PSAC and UTE websites at www.psac.com or www.ute-sei.org.

Building consensus amongst the membership, our bargaining team and elected leadership of our union around our bargaining priorities and strategies is key to success in collective bargaining. Again, that requires hearing from you, and having the membership engaged and supporting negotiations through mobilization and collective action. Ultimately it is this solidarity that will lead to success at the bargaining table.

Working together, we can make this happen.

In Solidarity,



John Gordon
National President, PSAC



Patty Ducharme
National Executive Vice-President, PSAC
AEC co-chair responsible for Collective Bargaining



Gerry Halabeck
Regional Executive Vice-President, Ontario, PSAC
AEC co-chair responsible for Collective Bargaining

PROGRAM OF DEMANDS – GLOBAL OBJECTIVES

Job Security

Defending Quality Public Services

Issue: Over the last 10 years, federal government departments and agencies have been contracting out an increasing portion of public sector work to private companies. In 2006-07 the federal government spent \$10.4 billion on contracting out. This professional and special-services work performed by outside-service providers represents more than the total salaries of PSAC members working for CRA, Treasury Board, Parks, and the Canadian Food Inspection Agency. This number is on the rise. When public service work is contracted out, the quality of work suffers, and the costs go up. We want to restrict the employers' ability to contract out bargaining unit work. We also want the ability to recover any bargaining unit work being done or going to be done by the private sector.

Proposed Solution: Propose language that will restrict the ability of the employer to contract out public service/bargaining unit work. Propose language which allows for the "contracting-in" of public sector work currently performed by private sector companies.

Workforce Adjustment Appendix (WFA)

Issue: In the last round of bargaining, the PSAC negotiated increases to education and financial counselling allowances and improved the definition of what is considered relocation. In this round, we need to work to strengthen this language to further protect members' employment. Recognition of years of service should also be negotiated into the WFA for lay-off and recall.

Proposed Solution: Propose language to update, strengthen and improve the language and protections in our Workforce Adjustment Appendices.

Student Employment

Issue: Each year thousands of students are hired into term positions under the Federal Student Work Experience Program (FSWEP) and other programs, including co-op placements, research affiliates and international exchange. Many of these are legitimate student programs, but in many cases government departments and agencies are using student employment as a low-cost alternative to the regular workforce. Often, students are hired through work contracted out to temporary placement agencies. In these cases, the employer may be assigning students to work the complete range of job functions without being paid the same as regular employees. While ultimately we would like to organize all students into bargaining units, the *Public Service Labour Relations Act* currently excludes from the category of "employee" any "person who is employed under a program designated by the employer as a student employment program." During the summer of 2009, the PSAC launched an awareness campaign to educate students about their rights and encountered many students doing the full range of job functions with little or no supervision.

Proposed Solution: Negotiate language that clearly defines the appropriate use of "student employment programs" in the federal public service.

Fair Wages

We foresee difficult fights for continued wage gains. After the last round of bargaining, the Government passed laws to roll back our freely negotiated wage settlement. We have filed a legal challenge to the roll back at the Ontario Superior Court. We will continue to fight this attack on our bargaining rights. This time around, the Government is facing a significant budgetary deficit. Program spending, the source of our salaries, may become a clear battle ground in the upcoming round of bargaining if the Government tries to balance the books on its employees' backs. It will be up to us to ensure the Government's efforts to balance the budget and recover from the economic downturn are not made at the expense of fair wages for PSAC members.

As such, our wage proposals will be based on the following broad principles:

- Continued gains in real wages for all members.
- Protection against future inflation for all members.

Acting Pay

Issue: When employees go on acting assignments, that employee is placed at the step in the grid which is equal to what s/he would have received if s/he had been given a promotion. Employees on acting assignments are eligible to receive pay increments for their acting assignments based on cumulative service, but that service only accumulates if they act in that position for a minimum of eight weeks. Many employees are rehired numerous times for the same acting position, and all service in the acting assignment should be recognized as cumulative service.

Proposed Solution: Move acting employees up the increment scale for their acting positions based on **all** "cumulative employment".

Recognition of Service (Seniority)

Issue: In the previous round of negotiations, we achieved significant breakthroughs with Treasury Board in our first agreement for the FB bargaining unit, including, for the first time in our more than 40-year history, a collective agreement with Treasury Board that provides workers with a direct say in when they take vacation based on their seniority. In the past, these decisions were always made at the discretion of management, giving them the power to pick and choose when workers get vacation. Our agreement with Treasury Board for FB provides employees some control over the hours that they work, and a fair, objective process for determining vacation scheduling.

Respect for employees' years of service is standard in private- and public-sector collective agreements. It is time we are afforded these same rights and protections at CRA so that we might have more control over our working lives and have our years of service recognized by our employer.

Proposed Solution: Propose language to provide PSAC members working for Canada Revenue Agency with the same basic seniority rights and protections as other unionized workers in Canada.

Work Life Balance

Compassionate Care Leave Top-up

Issue: Some employees face the challenge of providing round-the-clock care for terminally ill family members. This was recognized by the federal government in 2003 when they created a “compassionate care” program that grants employees up to eight weeks of leave without pay for compassionate care and up to six weeks of Employment Insurance benefits. We believe that the goals of the compassionate care program would be enhanced by a top-up allowance of EI benefits to employees on compassionate care, identical to those in existence for maternity and parental leave. In the last round of bargaining, there was a step in the right direction by including the benefits provided by the *Employment Insurance Act* in our collective agreement.

Proposed Solution: The creation of a “compassionate care allowance” to top-up the compassionate care benefits provided for under the *Employment Insurance Act* to 93% of income.

Term Employees’ Vacation Leave Credits

Issue: Many term employees are hired year after year on a recurring basis. The rhythm of their work is very similar to indeterminate seasonal employees, but they do not receive the same benefits. The calculation of service for the purpose of determining vacation leave credits is one example. Indeterminate seasonals have their years of service for vacation leave calculated as if they were employed year around. But, for term employees, only the actual periods of employment count towards service resulting in disproportionately low vacation accrual. This proposal would ensure that someone who, for example, works 50% of the time over a 30 year period would have 50% of the vacation credits of someone who works 100% of the time (as opposed to the 41% of credits that they would currently receive). In a previous round of negotiations, Parks Canada Agency agreed to our proposal to credit term employees with a full year of service for the purposes of vacation leave, as long as the term appointments were not separated by more than one year.

Proposed Solution: Credit term employees who only work part of the year with vacation leave calculated as if they worked a full year of service, as long as they are rehired within one year.

Leave with Income Averaging

Issue: Self-funded leave would allow indeterminate employees to average their income in order to finance leave without reducing pension service. This proposal addresses the desire of many workers to balance work with other commitments such as providing care for the elderly and/or children or pursuing education and training opportunities.

Proposed Solution: Self-funded leave arrangements should be introduced into the collective agreement.

Human Rights (Including Health and Safety)

Injury-On-Duty Leave

Issue: Our current collective agreement gives the employer discretion as to the length of time they can approve injury-on-duty leave. This results in some employees being taken off of injury-on-duty leave (which gives them 100% salary) and being put onto WCB benefits, which can vary between 75% and 90% of net income. This discretion can lead to situations where some injured members will be financially disadvantaged relative to other members.

Proposed Solution: Amend the agreement to provide injury-on-duty leave for the length of time certified by a Worker's Compensation Board. Other members of our union have won this with other employers, including workers at the House of Commons and Canada Post. The same can and should be applied at CRA.

Bullying and Violence in the Workplace

Issue: Currently, harassment language in our collective agreement does not cover many forms of harassment. In other parts of the public sector, the concept of harassment has already been expanded to include such things as personal harassment, abuse of authority, bullying or mobbing, and psychological harassment. Some provincial jurisdictions (including Quebec and Ontario) have amended their labour standards or health and safety legislation to include definitions of psychological harassment and violence in the workplace. Workers at CRA also need their workplaces to be safe and free from harassment and are entitled to this type of protective language.

Proposed Solution: Add an additional clause on harassment in the agreement to cover concepts such as bullying and violence in the workplace.

Environmental and Social Justice

Social Justice Fund

Issue: Hundreds of employers have negotiated contributions that fund the international development work of Canadian unions. These contributions are making a concrete difference in supporting anti-poverty and labour-rights work in developing countries in Asia, Africa and South America, while also supporting anti-poverty and social justice work in Canada. Already more than 60 employers have agreed during negotiations to make regular contributions to the PSAC Social Justice Fund. With this demand, we will call on federal government employers to do the same.

Proposal: Propose a direct employer contribution to the PSAC Social Justice Fund equal to one cent per regular hour worked per employee.

Workplace child care

Issue: In the next 10 years, the federal government and its agencies will be hiring thousands of new, younger workers, many of whom will be starting young families. They will join a large number of existing employees who often have

unique child-care needs, given the organization of work within CRA. There is currently a real crisis in accessible, quality child-care spaces. Canada has the lowest child-care access rates among the OECD countries. Less than 20% of Canadian children have access to regulated child-care spaces.

Proposed Solution: Propose the formation of a national joint union-management committee to review the child care needs of PSAC members, research the availability of quality child care meeting those needs, and develop specific proposals to increase availability of workplace child care centres across the country through employer funding.

Public Transit Passes

Issue: Global warming and climate change are advancing at an alarming pace, and there are many ways we can do our part to address this crisis. Favouring sustainable, public transportation is one way. The overwhelming use of cars as personal transportation accounts for about one-quarter of Canada's total greenhouse gas emissions (GGEs). Traveling by public transit is three to five times more energy efficient than traveling by car and significantly contributes to reducing GGEs. Public transit is widely available within large and medium-sized municipalities. In addition to providing a direct incentive for CRA employees to use public transit, this measure would provide an opportunity for federal government employers to take leadership in supporting employees' use of public transit. The proposal also gives employees a direct monetary benefit in recognition for their contribution to protecting the environment.

Proposed Solution: Upon presentation of a receipt, the employer will reimburse employees for the full cost of a monthly or annual public-transit pass.

Workplace Democracy

Union Leave

Issue: The new *Public Service Labour Relations Act* mandates all departments to engage in regular union-management consultation and to develop Informal Conflict-Management Systems in order to improve labour relations within their workplaces. There is a need for collective agreement language which guarantees leave with pay for union representatives engaged in these processes. This would contribute to the effectiveness of union representatives and the improvement of workplace labour relations.

Proposed Solution: Propose guaranteed leave with pay for union participation in union-management consultation and Informal Conflict-Management Systems (ICMS) processes, for members' participation in joint education programs, and member participation in union training programs.

Union Leave Without Pay – Salary Continuation

Issue: The preamble to the new *Public Service Labour Relations Act* reinforces the important role to be played by unions in maintaining harmonious labour relations. The current collective agreement recognizes the right to leave-without-pay for union representatives, but these representatives often suffer income disruption as employers can deduct the leave from pay cheques much more quickly than the union can reimburse for lost salary. This acts as a barrier to union participation, particularly for lower-income or single-income earners. Many other employers have been

willing to negotiate salary continuation clauses into their collective agreements. Two rounds ago, the PSAC succeeded in obtaining language in the Parks Canada Agency collective agreement that provides for salary continuation in the case of contract negotiations. We believe all federal employers should agree to this language, and we believe that salary continuation should be extended to other forms of union leave without pay. There is no cost to the employer, and the administration of salary continuation places no additional burden on employers.

Proposed Solution: Propose that for union leave without pay for the purposes of contract negotiations, preparatory contract negotiations meetings, and PSAC meetings and conventions, the employer shall continue to pay employees and bill the PSAC for the salary costs.

Whistleblowing

Issue: The legislation developed by the government to protect whistleblowers falls short of providing adequate protection against reprisals. Two bargaining rounds ago, a “letter concerning whistleblowing” was attached to our collective agreements with Treasury Board, which guaranteed employees access to the grievance and adjudication process if they believe that a reprisal had taken place. This commitment was never made at the Canada Revenue Agency. Protection for whistleblowers against reprisals should become a part of our collective agreement.

Proposed Solution: Propose that our collective agreement contains language which protects employees against reprisals when they blow the whistle on wrongdoing. The language should provide that employees shall not be disciplined or penalized because they raise concerns about wrongdoing.

UTE – INTERNAL BARGAINING DEMANDS

In addition to the global objectives listed above, a number of suggested bargaining demands have been brought forward by the staff and executive of the Union of Taxation Employees. If you feel that any of these demands should be put forward at the bargaining table, please include them in your Local's bargaining demands that will be sent to the UTE national office along with your rationale.

Article 14 – Leave with or without pay for Alliance Business

Improvement to the rights of employees to be accompanied by a union representative to meetings with the employer related to possible disciplinary measure, i.e. fact-finding, investigation, etc.

Improvement of leave with pay for union representatives and employees to meet/discuss staffing issues and staffing recourses with management.

Article 14.06: Adjudication

Leave with pay shall be allowed for an employee, party to adjudication, to prepare for the hearing.

Article 14.07: Meeting During the Grievance Process

New title to include other recourses such as conflict resolution, union management initiative, union management consultation and staffing recourses.

NEW 14.14: Leave without pay for temporary employment for a Union Organization

Employees shall be granted leave without pay to undertake temporary employment with a labour organization.

Article 17 – Discipline

Disciplinary, Investigation and/or Administrative Meetings with the Employer

Improvement of the current provisions of article to include verbal, written warnings, suspensions and discharges or any other meeting that could lead to discipline including fact-findings meetings and security investigations.

Improvement of union representatives' rights to be present at disciplinary meeting regarding verbal, written warnings, suspensions and discharges or any other meeting that could lead to discipline including security investigations and fact findings.

NEW: Procedural Fairness

The employer shall adhere to the rules of procedural fairness with respect to the conduct of these meetings and to any discipline or administrative measures taken as a result of these meetings.

NEW: Limitation Suspension Period

No suspension without pay shall last for more than fifteen (15) working days pending the completion of any of these meetings.

NEW:

Should the employer fail to adhere to all of the provisions of this article, any discipline imposed shall be rendered void *ab initio*.

Article 17.03

Recognition that the local union representative should be informed of any disciplinary actions to be imposed to a member of the bargaining unit before it occurred.

Sufficient time should be provided for the union representative to communicate with the member.

Article 18 – Grievance Procedure

Improvement to include the right for the union and the employee to grieve the breach of a memorandum of understanding negotiated to resolve a grievance

Article 18.17: Representatives

Improvement to the article to include rejection on probation.

NEW: 18.17.1

Improvement of union representatives' rights to be informed of the non-disciplinary suspension and discharge; demotion and rejection on probation.

NEW: Loss of reliability status and/or security clearance

The employer may only revoke or suspend an employee's security and/or reliability clearance with just, sufficient and warranted cause. Such decision must be communicated to an employee no later than fifteen (15) calendar days prior to the execution of said decision in order to allow the employee with an opportunity to advocate why such a decision should not be made.

When the loss of reliability status and/or security clearance is related to a disciplinary measure allow the referral of the grievance to adjudication.

Article 28 – Overtime

Article 28.10: Meals

Clarification that employees should be allowed to a meal break included in the overtime.

Article 28.10 b)

“(b) When an employee works overtime continuously extending four (4) hours or more...” should be reduced to three (3) hours.

Article 28.11: Transportation Expenses

Improvement of reasonable transportation expenses for employees scheduled to work overtime during the week end.

Article 31 – Religious Obligations

Definition of religious obligations

The article should include “Religious Observations” as it is different.

Article 34. Vacation Leave with Pay

Article 34.05 b) Scheduling of Vacation Leave

Remove:

- 1) The employer’s expectation that employees have to take all their vacation leave during the vacation year in which it is earned.
- and
- 2) the employer’s rights to schedule an employee vacation leave ... exceeding

Article 35 – Sick Leave with Pay

Add a provision that the employer cannot terminate an employee’s employment when there is a prognosis for an employee to return to work in the foreseeable future.

Add a provision for sick leave without pay when all sick leave with pay has been exhausted.

Article 38 – Maternity Leave Without Pay

Maternity Allowance

38.02 (f)(ii) For part time employees, the weekly rate of pay shall include the 4 ¼% paid in lieu of designated paid holiday.

Article 40 – Parental Leave Without Pay

Parental Allowance

40.02 (f)(ii) For part time employees, the weekly rate of pay shall include the 4 ¼% paid in lieu of designated paid holiday.

Article 47 – Bereavement Leave With Pay

Improvement to reflect changes in society (religious, belief, relationships, etc.) and to extend the family definition to include: fiancé, step mother-in-law, etc.

Article 47.02

Removal of the words “consecutive calendar” in the article 47.02 “ ... entitled to a bereavement period of five (5) consecutive calendar days...”

Article 55 – Restriction on Outside Employment

Add: “Any restrictions shall not be unreasonably imposed.”

Article 58 – Employee Performance Review and Employee Files

Add: “No performance appraisal shall assess or otherwise contain references to quotas, numeric quantitative measurements and/or competencies.”

Article 62 – Part-Time Employees

Article 62.15 – Rest Breaks

Improvement of the rest breaks for part-time employees in providing one (1) rest period in every period of three (3) hours worked.

Or:

“The employer will provide two (2) rest periods of fifteen (15) minutes each per full working day except on occasions when operational requirements do not permit.” Reference: Article 25.05.

Article 64 – Pay Administration

Article 64.07 a)

Article should be improved by removing the words “substantially” and “and at least three (3) consecutive days or shifts”

New: Recovery of Overpayment

That all pay overpayments will be recoverable at a rate of 10% of the amount owing per annum.

NEW: Interest

When there is a delay in the payment of salary, acting pay, or errors in pay calculation, the employer shall pay to the employee the interest based on the Bank of Canada compound daily interest rate on any amount owing.

NEW: Effective Dates for Reclassification

Notwithstanding that the employer has the right to classify positions, an employee may present a grievance challenging the effective date for reclassifications and such grievance shall be heard directly at the final level of the grievance procedure and may be referred to adjudication if the matter is not satisfactorily resolved at the final level.

NEW: Staffing

All staffing to any and all positions within the CRA shall be made on the basis of skills/abilities and seniority.

NEW: Bonus Third Languages

Employees offering services for the employer in a language other than French or English including sign language shall be compensated by means of a bonus for each language in which service is offered.

NEW: Miscalculation of leaves

If the employer has miscalculated the employee’s leaves, the employer agrees not to recover the leaves already taken by the employee.

What makes a good bargaining demand?

Prior to the start of collective bargaining with the Canada Revenue Agency in the last round, the PSAC received many bargaining demands from members. This left your bargaining committee with tough decisions about which demands to actually table with the employer. The choice was made somewhat easier when demands dealt with the same subject or goals. But the committee still had to choose between many competing ideas.

There is also confusion that arises around what constitutes a demand. In order to be as clear and fair as possible in this process, a demand is defined as one issue within a given article or one issue that is not yet included in the collective agreement. For example, one extra week of vacation at all levels is one demand; greater flexibility over usage of more vacation leave would be two demands.

So the questions arise: What makes a good bargaining demand? How can Locals increase the chances that their bargaining demands will be accepted by the bargaining committee? How can they improve their chances of having a demand submitted to the employer?

Here are four guidelines to help Locals make their choices:

(1) Demands rooted in workplace problems and member's needs: Every round we get bargaining proposals asking for things that are already provided for in the collective agreement or represent things that people would “like” to have in their collective agreement. The strongest demands come out of demonstrated workplace needs. This would include:

- situations where we have filed a grievance and lost because of problems with the existing language;
- situations where normal requests are being unreasonably refused by management; and
- demands related to significant changes in workplace conditions, for example, the introduction of new shift schedules or change in jobs.

In all cases, it is essential that the bargaining demand be accompanied by rationale, which could include copies of grievances and the employer response, copies of employer directives, correspondence to members, etc. Any evidence that would support the need to make changes to the collective agreement would assist your bargaining team.

(2) Demands with momentum: It takes a lot of work to get managers and CRA to accept that there are problems which must be addressed through collective bargaining. As a result, we have a better chance with demands which have been the subject of ongoing campaigns or in-depth studies, or relate to problems where we have been putting sustained pressure on the employer through union-management committees, letter-writing, and lobbying. If you have copies of such letters, minutes of union-management committee meetings, etc., please attach them to your demand as rationale. The more demonstrated need we have, the better your bargaining team can support your demand at the bargaining table.

(3) Demands with established precedents: In the world of collective bargaining, we have a somewhat easier time achieving demands which have already been negotiated into collective agreements between unions and employers. This doesn't mean we don't try for breakthroughs; if we didn't we wouldn't have been the first union in the country to achieve a full 52 weeks of top-up for maternity and parental leave or the first union to achieve compensatory leave for “captive time” workers. But if you have a demand that you know exists in other collective agreements, it will help if you can mention this in the rationale you will provide in support of your demand.

(4) The right demand at the right place: Your demand should be one that actually gets dealt with at the bargaining table for your bargaining unit. There are a number of key areas of your benefits and working conditions which are dealt with outside the normal collective bargaining process. **A separate input call is issued for these items, which include:**

- the PSAC Dental Plan (negotiated directly between PSAC and Treasury Board to cover all TB and Separate Agency units),
- the Public Service Health Care Plan (negotiated in conjunction with other federal bargaining agents through the PSHCP Trust),

Since there are separate input calls and bargaining processes for these issues, any demands for improvements in these areas **cannot** be accepted by the teams.

INSTRUCTIONS FOR RESPONDING TO THE INPUT CALL

- Individuals wishing to propose bargaining demands must do so through their Local.
- All feedback and bargaining input from Locals must be submitted to the Union of Taxation Employees (UTE).
- Bargaining proposals must **not** be sent directly to the PSAC.
- A deadline of **March 31, 2010** has been set by UTE for the receipt of bargaining proposals from Locals.

There is a form to be used for bargaining input:

- The form is for providing input on **ANY** bargaining item, including those which are in the Program of Demands.
- **Fill out one form for each proposal.**
- The form must be signed by an officer of the Local, normally the President. Forms submitted electronically must have the name and contact number of the Local officer typed in.
- Wherever possible, Locals should submit input electronically.
- If filling out paper forms, please type or print.
- **All input MUST include the name, telephone number, email address (when available), Local number and location of the Local executive member in charge of submitting the bargaining input.** This information is required for identification purposes and will help UTE and bargaining teams contact you should follow-up be required.



PUBLIC SERVICE ALLIANCE OF CANADA/ UNION OF TAXATION EMPLOYEES BARGAINING DEMANDS

Locals may submit up to ten bargaining demands. NOTE: Only the first ten will be kept.

Instructions: If possible, please type directly into an electronic version of this form (available on the Union of Taxation Employees' Website at the following address: www.ute-sei.org.) **After Local's approval**, the bargaining demand form may be sent to the National Office by fax to 613-234-7290 or by e-mail to: staubin@ute-sei.org

1. **Collective Agreement between the Canada Revenue Agency and the Public Service Alliance of Canada, expiring October 31, 2010.**
2. **SUBJECT MATTER** (Use a separate page for each subject or demand)
3. **AGREEMENT REFERENCE OR PROBLEM** (If applicable, provide Article number and page reference)
4. **DEMAND OR DESIRED SOLUTION** (Briefly outline your demand)
5. **RATIONALE**
 - a) If the purpose of your demand is simply to clarify wording, give examples of problems of misinterpretation of current agreement.
 - b) If this is a NEW demand, briefly describe problem which prompted your demand and give arguments to be used at bargaining table to support your demand. Name other employers having similar practice and/or mention or attach other union agreements containing similar provisions.

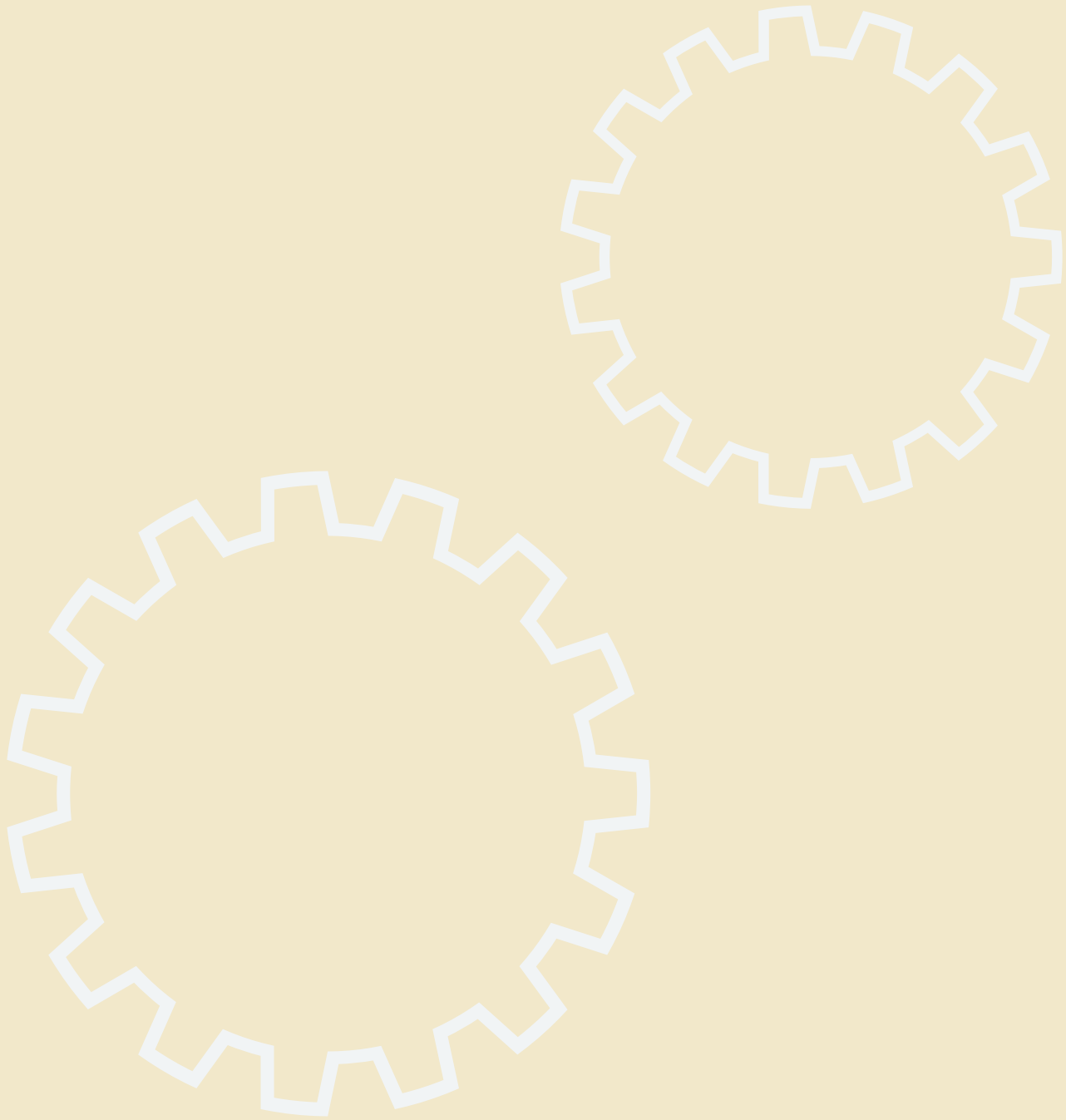
If applicable, comments from Local.

From Local: _____

Approved by an authorized local Executive

Date

NOTES:



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada