



OPSEU CTAR Working Group Update #3

This is the third update in a series of communications on the activities of the OPSEU CTAR Working Group, a team comprising representatives from OPSEU, Ministry of Finance and Ministry of Government Services. The Group was formed to discuss human resource issues relating to the impact of a single federal corporate tax administration on employees and consider possible mitigation strategies.

Employee Preference Indicator

The Employee Preference Indicator was distributed for completion by Corporate Tax directly-impacted employees. In order to achieve as high a response rate as possible, there were a number of follow-up contacts, with the latest follow-up completed by OPSEU representatives of the CTAR Working Group. Our thanks to all of the respondents. We also appreciate your feedback on the format of the questions. We achieved a good return rate of 68 %.

Memorandum of Agreement on Workforce Adjustment Measures (MOA)

The Group is pleased to announce that an Agreement titled "Workforce Adjustment Measures" related to Corporate Tax Administration Redesign (CTAR) was signed off on December 13, 2006 making a modified lateral transfer process available to directly-impacted, full-time classified Corporate Tax employees. A copy of the Agreement can be found at www.opseu.org and on the [TRD intranet site](#). The Appendices to the Agreement set out the positions captured by the new process and the specific position outside of Corporate Tax that is considered a match for this purpose.

The Agreement allows directly-impacted Corporate Tax employees in specific positions the opportunity to obtain a home position outside of Corporate Tax. The Agreement also provides for continuity of operations as matched employees may be temporarily assigned back to their Corporate Tax position (as determined by operational requirements).

Implementation

The process and forms for employees to register for the CTAR Lateral Transfer can be found on the [OPSEU](#) and [TRD sites](#). It is important that you read the attached "Workforce Adjustment Measures Agreement" and the terms and conditions on the lateral transfer request form. For the purposes of initial implementation, we will be accepting applications up until 9 a.m. on January 23, 2007. After 9 a.m. on that date, the first matches of lateral transfer requests to positions will be made. Where there is more than one employee eligible for a specific match, the position will go to the employee with the greatest seniority.

Area of Search Restrictions

A new Vacancy Management Strategy is now in effect within Tax Revenue Division. Postings for OPSEU vacancies within Tax Revenue Division will, for the time being, be restricted to Tax Revenue Division staff only, except where there is a compelling business reason for a broader area of search. One example of an exception would be where candidates are not typically drawn from within the Division e.g. entry-level type positions. While this Strategy is in effect, the Ministry has undertaken to notify OPSEU when an area of search broader than TRD will be utilized.

Continuous Service Dates (CSDs)/Seniority/Severance Credit Dates

As noted above, continuous service dates/seniority have the potential to determine a number of entitlements such as access to the CTAR lateral transfer opportunities, severance entitlements, job offers with the Canada Revenue Agency, etc. In 2006, Ontario Shared Services reviewed the Continuous Service Dates and Severance Credit Dates for all employees in the Corporate Tax Branch for accuracy. Employees should also verify this by logging into My OPS and checking the dates reflected in Workforce Information Network

January 10, 2007

(WIN). An explanation of the various dates showing in the Employee Information section of WIN is attached. When checking dates, employees should bear in mind that they may have been impacted by unpaid leaves of absence, gaps between contracts, previous severance payouts, etc.

Any questions with respect to Continuous Service or Severance Credit dates showing in WIN, should be referred to your Pay and Benefits Representative at Ontario Shared Services Bureau.

Message Center

The toll-free hotline remains available at **1-866-389-3037** for OPSEU employees to raise any questions or concerns relating to CTAR. The hotline will be monitored by OPSEU, with the Union Co-Chair of the Working Group responding to your query within two business days. If you wish to remain anonymous, your confidentiality will be maintained upon request. When leaving a message on the hotline, please state your question and provide a contact number where you can be reached.

Working Group Changes

Brian Gould from OPSEU Head Office will be joining the OPSEU CTAR Working Group, replacing Terry Baxter, who after many of years of service with OPSEU has elected to retire and explore new opportunities as a mediator and arbitrator. Terry's dedication and contribution to the team will be missed. Best wishes to Terry on his new career path and welcome to Brian.

Linda Wendel from Employee Relations Division, Ministry of Government Services has also undertaken some new assignments within MGS. The team would also like to thank Linda for her support in concluding the agreement on lateral transfers. Jon Wolfe will now be providing ongoing support to the team on behalf of MGS.

Next Steps

- The parties will continue to meet and work together to discuss further strategies and approaches to support staff throughout the transfer.

Membership

OPSEU	
Kathleen Demareski	<i>Co-Chair</i>
Leo Herskovits	MERC Member
Betty Marchegiano	Team Member
Marg Simmons	Job Security Officer
Brian Gould	Chief Negotiator

Ministry	
Michele Migus	<i>Co-Chair</i>
Marion Crane	ADM TRD
Matt Snyder	Team Member
Scott Macklem	Team Member
Mary-Ruth Sturch	Secretary
Jon Wolfe	Corporate Staff Relations