

OPSEU CTAR Working Group Update #6

This is the sixth update in a series of communications on the activities of the OPSEU CTAR Working Group, a team comprised of representatives from OPSEU, Ministry of Revenue 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.

Impact of Human Resources Agreement on CTAR Working Group Activities

Employees may be wondering what will happen to the Working Group now that the Human Resources Agreement has been signed. The parties remain committed to the Working Group, which will remain in place throughout the implementation of CTAR. The Group will continue to discuss staff impacts and consider possible mitigation strategies, particularly for staff in positions who will not be receiving job offers from the Canada Revenue Agency (CRA).

CTAR Lateral Transfers

In keeping with that goal, the Working Group is pleased to announce the signing on July 30, 2007 of another new appendix, Appendix D under the Memorandum of Agreement on Workforce Adjustment Measures relating to the CTAR Project. This new Appendix adds more new non-audit positions that will be available for the CTAR-specific lateral transfer process.

Employees will have up until the end of the day on Friday, August 17, 2007, to submit their lateral transfer application form for the new positions. The first matches for the new positions will be run the morning of Monday, August 20, 2007. Thereafter, matches will be made on an ongoing basis as new vacancies are brought forward for clearance. The new [Appendix D](#) and the [CTAR-specific lateral transfer request](#) form can be found on the Ministry of Revenue's internal intranet site at the following address:
http://intra.trd.fin.gov.on.ca/userfiles/HTML/cma_4_83983_1.html

Continuation of Lateral Transfers

For those employees **not receiving job offers**, the process will continue for 2 – 3 years, with a view to giving as many impacted employees as possible an opportunity to obtain a position outside of Corporations Tax prior to the windup of Corporations Tax work.

Lateral transfers will continue in place **for those who will be receiving job offers** from the CRA up to the point where job offers are issued. At that time, the process will be suspended and no further matches will be made. At that point, employees will need to focus on their options with respect to the job offer from the CRA.

Job Offer Acceptance Incentive

In the coming months, employees will be considering the job offers from the CRA, with information sessions to be provided by the Ministry and the CRA. The Working Group has agreed to an additional incentive payment for OPSEU employees accepting job offers with the CRA. In addition to the normal severance pay entitlements, the Ministry will pay a further one week's salary for every completed year of continuous service to employees who accept CRA job offers under the Human Resources Agreement.

As the purpose is to encourage successful transition to the CRA, any employee returning to the Ontario Public Service prior to the completion of twenty-four months with the CRA would be required to repay the acceptance incentive in full.

August 1, 2007

Information Sessions for Corporate Tax Employees

Based on requests from employees, OPSEU and the CTAR project team partnered to provide information sessions on rights and entitlements under Article 20 of the OPSEU Collective Agreement. Feedback from participants has been extremely positive.

Next Steps

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

Membership

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

<u>Ministry</u>	
Michele Migus	<i>Co-Chair</i>
Marion Crane	ADM TRD
Diane Painter	Team Member
Scott Macklem	Team Member
Mary-Ruth Sturch	Secretary
Karen Blackledge	Corporate Staff Relations