

OPSEU CTAR/OCCS Working Group Update #8

This is the eighth 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.

Staffing of Residual Taxes

Many of you have asked how many OPSEU positions will be remaining to do the residual tax work that is to be retained by the Ministry of Revenue post-transfer of Corporations Tax administration to the Canada Revenue Agency. The specific taxes in question are Mining Tax, Electricity Act Payments in Lieu (Hydro PIL) and the Special Tax on Life Insurers (Premiums Tax). You've also been asking how this work will be staffed.

The number of full-time OPSEU positions remaining for each of the residual taxes has been identified along with where the work will reside. The breakdown is as follows:

Mining Tax (to be located in Mississauga)

5 Tax Auditor 5s

Electricity Tax Payments in Lieu (Hydro PIL) (to be located in North York)

4 Tax Auditor 5s

5 Tax Auditor 4s

Premiums Tax (to be located in RST where the selected individual currently reports)

3 Tax Auditor 4s to be created in RST

With respect to Administrative and Operational Support, there will be the following full-time positions located in Oshawa:

3 Senior Interest and Penalty Assessors (OAG11)

1 Returns Processing Clerk (OAG8)

After discussion at the Working Group, the approach agreed upon to identify the individuals who will remain with these taxes is as follows:

For Tax Auditors

- The 30 most senior TA4s and TA5s will be contacted by the Ministry on or before October 26, 2007 about their interest in remaining with the residual tax work. There will be a form supplied for formal sign-off by the employee.
- These employees will have until **November 20, 2007** to respond indicating their interest in the residual tax positions. There will be **no extensions** to the deadline to consider the offers as each response may impact choices available to other employees.
- Employees who do not respond within the timeframe noted will be deemed to have declined interest in the residual tax positions. Managers will be contacting employees who are out of the office during this notification period.
- Of those indicating their interest, the Ministry will then, by seniority and choice of location, identify the individuals who will be placed into the positions available.

- Those individuals accepting a position will be deemed to have declined the CRA job offer.
- The employees assigned to these positions will no longer be considered CTAR directly-impacted employees. Any active CTAR-specific lateral transfer requests they have on file at that point will be considered null and void.
- Once the number of available positions has been filled, the remainder of the 30 Tax Auditors will be notified, so they are aware of the need to continue to consider and respond to the CRA job offer.

For Administrative and Operational Support Positions

- The 10 most senior Senior Interest and Penalty Assessor (OA11) and Returns Processing Clerks (OAG8) will be contacted to canvas their interest in being identified for the Residual Tax work.
- The Working Group has decided to have these positions assigned as soon as possible. Assigned employees will be moved into the specific residual tax work at a point to be identified in the future.
- The available positions will be offered in order of seniority to those who have indicated their interest. They will have 5 working days to respond, either accepting or rejecting the position offered.
- The employees assigned to these positions will no longer be considered CTAR directly-impacted employees. Any active CTAR-specific lateral transfer requests they have on file at that point will be considered null and void.

Notice regarding the residual tax work will be going out shortly to the employees identified via the OPSEU seniority lists.

Compensating Time Off (CTO)

Early each year, the Ministry/Ontario Shared Services issues a reminder to employees to either use up compensating time off or be paid out at fiscal year end (in this case, March 31, 2008). The Working Group wanted to bring that reminder forward for Corporation Tax auditors' attention. Those employees should, in discussion with their managers, schedule CTO between now and March 31, 2008. Any CTO balance remaining as of the date of transfer to Canada Revenue Agency will be paid out.

Working Group Mandate

In the 2007 Ontario Budget the Minister of Finance announced the introduction of the Ontario Child Benefit (OCB) program which will be phased in over a number of years and when fully implemented will replace the existing Ontario Child Care Supplement for Working Families program (OCCS). To address the staffing reductions expected to commence in the 2009-2010 fiscal year related to the phase out of the OCCS program, the Ministry of Revenue and OPSEU formed the OCCS Working Group to share information and consider options for the approximately 40 employees whose work will be impacted.

Given the similar mandates, the parties recognized the benefits of the two groups coming together. The Working Groups are accordingly pleased to announce their combination into the CTAR/OCCS Working Group.

Working Group Membership Changes

Bob Laramy, Executive Lead of CTAR, will replace the Assistant Deputy Minister, Tax Revenue Division, on the Working Group.

Mark Grimsditch has joined the Working Group representing both CTAR and OCCS program areas. Karrie Ouchas is joining the Committee as the President of Local 340.

Next Steps

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

Membership

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

<u>Ministry</u>	
Michele Migus	<i>Co-Chair</i>
Bob Laramy	Executive Lead, CTAR
Mark Grimsditch	Team Member
Diane Painter	Team Member
Mary-Ruth Sturch	Team Member
Denyse Stringer	Team Member
Peter Jenkins	Corporate Staff Relations