



OPSEU Local 340
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CTAR

Questions and Answers

- Q. Now that the Corporate Tax Administration Redesign (CTAR) Memorandum of Agreement has been signed, what happens next?*
- A. The Provincial and Federal governments are currently negotiating a Business Transition Agreement and Human Resources Agreement. The Business Transition Agreement will determine which services will be transferred and when. The Human Resources Transition Agreement will address the personnel side, such as job offers, pay and benefits, job security, etc.
- Q. Is there any obligation for the federal government to hire OPS staff?*
- A. There is no obligation for the federal government to hire OPS staff outside of our current OPS Collective Agreement. This is the purpose of the negotiations for the Human Resources and Business Transitions Agreements.
- Q. Do OPSEU members get the opportunity to vote on the proposed Human Resource and Business Transition Agreements?*
- A. This is not a ratification process. The union will work towards the best deal possible that will benefit all members. Individual job offers will be made.
- Q. When will the details of the Human Resources Agreement be released?*
- A. The CTAR working group will continue to work with the Ontario government to address all issues in the best interest of all our members. Details of any agreements will not be released until signed. There is a black out on the actual negotiations between the provincial and federal governments. There is a commitment by the Union Working Group Co-Chair to provide as much information as possible as it becomes available.
- Q. Will the Human Resources and Business Transition Agreements be signed before the end of our current collective agreement?*
- A. The OPS Collective Agreement expires December 31, 2008. It is the intent of the CTAR working group to ensure that all agreements relating to CTAR are signed

before the end of this Collective Agreement to ensure continuing rights and entitlements currently enjoyed by our members.

Q. How many jobs are being affected?

A. Until the Human Resources Agreement and Business Transition Agreement is signed, the actual impact to OPS staff will not be known.

Q. Will provincial auditors continue with audits for tax returns up to year end December 31, 2008?

A. At the moment, tax auditors will continue with audits until whatever timeline is set in the Business Transition Agreement. This may include integrated audits between the provincial and federal auditors.

Q. Will any new jobs be created as a result of the transition?

A. Permanent positions will be required to monitor the federal processes and to ensure the federal government delivers on its commitments. It is unknown what the impact to the OPSEU bargaining unit will be at this time.

Q. Is the employer going to continue restricting job competitions for corporate tax employees who are job threatened?

A. The union has challenged this practice as to continue would be providing a greater advantage to a small group of members. The union must ensure that all rights, privileges and benefits are afforded to all its members equally.

Q. What happens to members working in the Corporate Tax Branch on a developmental opportunity and/or temporary assignment?

A. Members working in the corporate tax branch on temporary assignments will return to their home base position once a Human Resources Agreement has been signed.

Q. What happens to unclassified employees working within the corporate tax branch?

A. Currently, Appendix 18 and 20B do not apply to unclassified staff. Unclassified staff should continue to focus on the conversion language defined under Article 31A.15 of the OPS Collective Agreement.

Q. Will job security checks be required to transfer to the federal government?

A. At this point, if a member accepts a federal job offer, rigorous security checks can be anticipated.

Q. What happens if a corporate tax member turns down a federal job offer?

A. Article 18, Section 6.6 and Article 20B would apply. See *Hidden Treasures – January 2007* for a complete description of how these articles may apply.

Q. How can members access a copy of a seniority list for those working in corporations tax?

- A. Redeployment language (bumping rights) are based on seniority within the Ontario Public Service (OPS). Seniority is not restricted to within the section, branch or Ministry. See *Hidden Treasures – January 2007* for more information on bumping rights/redeployment language.
- Q. Do the collective agreements for the two main federal government bargaining agents recognize seniority?*
- A. The two main federal government bargaining agents are Public Service Alliance of Canada (PSAC) and the Professional Institute of Public Service Canada (PIPSC). Their collective agreements do not include provisions for recognition of seniority. For more information, visit www.psac.com or www.pipsc.com.
- Q. What happens to the pensions of those members affected by the corporate tax transfer?*
- A. *OPTrust* is governed by the Ontario Pension Act. Therefore, it is not transferable.
- Q. Will corporate tax services be transferred section by section?*
- A. Timelines of transfers will be addressed once the Business Transition Agreement is negotiated.
- Q. Where can members turn for help and support during the transition?*
- A. There are many different resources that can be accessed.
- Your local union stewards are always here to support the members. Refer to an updated steward list or leave a message at the OPSEU Local 340 office (905) 579-2658.
 - You can leave a message for the CTAR Working Group Union Co-Chair, Kathleen Demareski, at the OPSEU CTAR Message Centre at 1-866-389-3037.
 - For regular updates, visit the OPSEU Local 340 website at <http://opseulocal340.tripod.com/>.
 - Contact a CTAR Change Management & Transition Advisor (CMTA). Support includes, but is not limited to, transition planning and advice, assistance with the completion of employee portfolios, resumes, learning plans and CTAR related questions.
 - Denyse Stringer (Oshawa/Whitby – Accounts, Audit Control and Analysis, Corporate Initiatives and Special Projects, Director’s Office, Operations, Taxroll, Tax Advisory, Tax Appeals)
 - Virginia Brand (Oshawa – Business Improvements, Data Integrity, Records Imaging, Records Management, Returns Processing)
 - Kathy Nielsen-Clements (TCROB Pickering/Oshawa)