 **Union of Taxation Employees Political Action Committee**

**Speaker’s Notes on returning to bargaining directly with the CRA by reversing Bill C-45:**

* A previous Liberal government created the CRA which envisioned and promoted separate and independent bargaining.
* From 1999 to 2012, two Collective Agreements were negotiated and settled before the expiration of the current arrangements - something that had not happened before OR since in the federal public service.
* This was largely due to the absence of both interference and approval from Treasury Board.
* In contrast, prior to 1999, negotiations were always protracted and sometimes culminated in strikes. This most recent round of bargaining saw a return to these contentious conditions, that resulted in a difficult bargaining process that lasted 4 years and gave us a strong strike mandate.
* In 2012, Bill C-45 amended the *Canada Revenue Agency Act* and legislated that the CRA consult with Treasury Board to seek approval for its bargaining mandates and working conditions for its employees.
* Returning the CRA to independent bargaining that does not require Treasury Board involvement or approval would restore a sound collective bargaining process and yield harmonious labour relations.

**Speaker’s Notes on C-27: Undermining Canadian Pensions**

* The legal requirement on employers to fund pension benefits is removed.
* Our current Defined Benefit Plan ensures that we will receive a specific pension benefit every month. With Target Benefit pension plans, we have no guarantee of monthly income. Benefits can be less than expected and can be clawed back retroactively.
* Target Benefit pension plans are much less predictable and puts virtually all of the risk on members and retirees.
* Bill C-27 creates a dangerous national precedent that will influence all public and private sector employers and their workers and retirees.
* This goes against the Liberal mandate of growing the middle class.
* In fact, this will further shrink the middle class.

**Speaker’s Notes on the Phoenix Pay System**

* The government is continuing to break the law by not paying us. What would government do if a private company failed to pay their employees for a week, let alone a year?
* It’s not only impacting thousands of our members but it’s particularly harmful to our most vulnerable members including new hires, members on disability, maternity & parental leave and students, who can least afford it.
* It puts excessive stress on the employees who process pay and benefit claims.
* It affects the small businesses and charities that our members support.
* Members are now being victimized by scam artists posing as collection agencies in an attempt to gain their personal information and money.