

April 13, 2005



EXPLANATORY NOTE

Notice of Termination – Form 1 *Employment Standards Act, 2000*

The **Employment Standards Act** requires that all employers in Ontario post a “notice of termination of employment” in their workplaces when 50 or more employees could potentially be laid off in any four-week period.

These notices are posted routinely and are required by law. Employers have flexibility to define the period of time, for each posting, that the form will be in effect. In the case of the Ontario Public Service the previous posting of the notice covered the period of April 2003 through March 2005, which is why the notice is being posted at this time.

The staff impacts included in this notice reflect decisions that have already been announced for possible implementation over the next two fiscal years. This information has already been disclosed to bargaining agents.

The notice covers all activity in the OPS, is required for all work locations, and **does not necessarily reflect activity in the area it is posted.**

The posting only represents the potential downward impacts and does not reflect recent or anticipated new hires. The government has posted notices such as this five times in the last decade as per the chart below.

Fiscal Year(s)	Form 1 Projections*
1996-1997	13,000
1997-1999	16,720
1999-2001	8,660
2001-2003	7,231
2003-2005	6,885
2005-2007	3,698

*Figures reflect projected or possible impacts for posting periods. They do not represent actual impacts for periods listed, nor are they cumulative.

The divestment of psychiatric hospitals represents more than 50% of the 2005 – 2007 posting. The balance includes divestment of developmental services facilities, closure of Mimico Correctional Institution, Ontario Shared Services office consolidation and the expiry of contracts in the Family Responsibility Office.

About 2 of every 3 positions in the 2005 – 2007 notice involve situations in which positions would be transferred to another employer. Some of the other positions referred to in the notice involve areas where temporary work assignments may wrap up.

For more information employees can contact their union representatives.