

Phoenix: Information about claiming for reimbursement of tax services costs

FIX PHOENIX PAY SYSTEM !

After pressure from PSAC, the government agreed to compensate federal public service employees, with tax problems caused by the Phoenix pay system, for up to \$200 per year of tax advisory services.

The claim and release form is strictly restricted to tax advisory services for the tax years 2016 and 2017.

Where an employee has tax filing expenses related to Phoenix which have a total cost equal to, or less than, \$200 per year, this claim process is the best way to claim these expenses. There need be no concern about signing the release.

Where an employee has tax filing expenses related to Phoenix which have a total cost greater than \$200 in either tax year, signing the release will prevent them from seeking further reimbursement for those tax advisory services through any other means. This includes a grievance or the Phoenix general claims process.

PSAC is advising its Members with tax filing expenses related to Phoenix having a total cost greater than \$200 in either tax year that they may wish to use the general claims process instead, in order to demonstrate that those expenses were justified and necessary because of Phoenix.



Federal accessibility legislation must include strong equity and accommodation measures

Recently, the federal government held consultations on what should be included in new legislation dealing with accessibility for people with disabilities.

Our union strongly believes that people with disabilities should be able to fully participate in all aspects of life, including the workplace.

PSAC's recommendations

PSAC provided a submission which identified several key areas of concern.

The union's submission focuses on our members in the federal jurisdiction who are covered by the Employment Equity Act (EEA). This Act applies to the federal government, agencies, crown corporations, and federally regulated industries. Federal contractors are also partly included.

The four key areas of concern with the union's recommendations are:

- employment equity
- accommodation
- termination of employment due to disability
- staffing

This consultation process has given the federal government an opportunity to remove accessibility and inclusion barriers faced by persons with disabilities in the public service by improving legislation, processes and policies that can serve as a model for all employers in the federal sector.

PSAC is ready to work with the government to make the necessary changes.



Trans rights now! Take action to support Bill C-16

For years, PSAC has been advocating for the federal government to formally prohibit discrimination against transgender and transsexual persons.

Bill C-16 amends the Canadian Human Rights Act and the Criminal Code by adding protections against discrimination and violence based on gender identity or expression.

On October 18, 2016, the House of Commons overwhelmingly adopted this bill. It is currently before the Senate, where it faces opposition from many Conservative senators.

We need to ensure that the Senate passes the bill unamended, so it can be officially adopted into law.

Trans people face discrimination and violence

Trans people are among the most marginalized persons in our society, and too many encounter

obstacles and barriers in finding employment, housing, and health-care services. They also face extreme violence, prejudice and hate, which have sadly resulted in high rates of suicide.

Bill C-16 will strengthen existing human rights protection

Bill C-16 would add “gender identity or expression” in the Canadian Human Rights Act, making it explicitly unlawful for federally regulated employers to discriminate or harass on the basis of gender identity.

This amendment will strengthen existing human rights protections for trans people. And most importantly, it will help educate the public in general, and employers in particular, on their legal responsibilities and obligations.

Trans people would also benefit from stronger harassment and violence provisions as the finding of harassment or violence would be considered aggravating factors in sentencing when a gender identity or gender expression hate crime is committed.

Take action

Please join us in asking the Senate to support Bill C-16.



PSAC 2017 scholarship program now open

The application process for the 2017 PSAC Scholarship Program is now open.

The program consists of 14 scholarships for dependent children of PSAC members and 3 scholarships for PSAC members who will be attending university, college or a recognized institute of higher learning on a full-time basis.

Applications are due June 23, 2017 and scholarships will be granted in the fall for the 2017-2018 academic year.



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Published three times per year, 180,000 of our members received the winter edition of PSAC's newsletter Our Union Voice.

This format also allows for local printing and a PDF download, in order to share with colleagues, friends and family.

<https://psacafpc.ca/2oyqzjW>