



CANADIAN UNION OF PUBLIC EMPLOYEES □ LOCAL 101 LONDON
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Frequently Asked Questions

Q) I have been called to work at CitiPlaza, however I don't work at that site. Is there any accommodation for parking?

A) Yes. Staff were advised yesterday (Wednesday 18th March) that if you were called to CitiPlaza, and you require parking, you may park at the lot located at York and Wellington, across from the RBC Place (formerly the Convention Centre). You would park, then provide your make, model, and licence plate # to Maddie Mackay; you will be allowed to park there without issue.

Q) My manager has instructed that if I am unable to come to work because I am not feeling well, but was not advised by the Health Unit or Telehealth to self-quarantine, that time will be coded as sick time. Last week were told that it would be paid. Why do I have to use my sick time now?

A) Management is changing their approach to sick time vs. Pandemic payroll coding vs other, etc. And as days go along, it is likely to change again, as they figure out how to record it.

Previous instructions from the Health Unit and Telehealth Ontario were to call and seek direction whether to Self-Isolate followed by a call to report this to your manager. Instructions may have changed, and may change again.

http://ohrc.on.ca/en/news_centre/ohrc-policy-statement-covid-19-pandemic

You may want to note that there is a distinction between pre-March 14th vs post-March 14th. That date is a cut off to distinguish between Federal and Provincial caution against foreign travel; People who have travelled after that date may have voluntarily subjected themselves to unnecessary risk.

Q) There are members being explicitly told they are required to work from their home. (ITS) Is the Union doing anything to resolve the discrepancy between telling some people to stay home from work, others are told they must report to work but at a different location, and yet others are told they must not come in but must work from home.

A) Yes. The Union has been in regular contact with Management. We have communicated to them that members are reporting different instructions in different work places leading to a mixed message of need and importance. (The definition of “essential service” appears inconsistent.)

Q) I am now working from an unfamiliar location; will my ergonomic accommodations be maintained?

A) Yes. The employer has an obligation to ensure that accommodations and ergonomic needs are in place. The Union informed Management which ergonomic needs were missing from this pop up location.

Q) Has Health and Safety been involved with the pop-up locations?

A) Yes, on a daily basis sites are assessed and monitored to ensure that the work locations are in alignment with the recommendation of the Health Unit to prevent the spread of COVID19.

Q) How do I know if I should Self-Quarantine?

A) When in any doubt, contact the Middlesex-London Health Unit or Telehealth Ontario. They will ask you a series of questions and advise you accordingly.

Q) If told to self-quarantine by MLHU/TO do I tell my manager?

A) Yes. Please call you manager, let them know. They will ask you if you have spoken to the HLHU or TO.

Q) What if I have been home Self-Quarantined but want to go back early (e.g. day 10 instead of after day 14)?

A) If it were us, we wouldn't do it. If you think you are fine and want to break quarantine and return to work early, your manager will ask you to obtain a note from your doctor to approve your return.

Q) We're hearing some places are closed to the public and other places are open, even within our own organization. What is the Union's position?

A) The Union does not think members should be in direct contact with members of the public without proper precautions.

Over the last week, things have changed and more precautions have been implemented. As of today, many public spaces have been closed or reduced to a skeleton-crew to ensure that only the most essential of services are delivered, until it is safe to return to full compliment.

We don't believe one group of workers should be potentially more exposed than others, and where there are discrepancies/imbbalances, we are in discussion with Management to understand their scheduling decisions. More details will be shared once known.

Q) I don't have childcare, what am I going to do? My March Break day program or childcare was cancelled, and now schools in Ontario are closed for an additional 2 weeks. Is there any help for this?

A) At present there is no satisfying answer to this. Our advice is to call you manager to inform them of your situation, and ask for all options available. The last information the Union received from HR was that people would be given the option of using any accumulated vacation or compensatory time for this need. That was Friday, since then no other options have been shared with us yet. We will continue to ask, and share the answers here.

Q) Is there anything that workers can do to refuse work? (Health Unit and SWLHIN)

A) The Ontario Right to Refuse or Stop Work rules are still in place, see link below¹. All Patient Care Workers are required to report to work; all Non-Patient Care Workers are presently being allowed to work from home. If you have specific accommodations or health restriction which impact your ability to do so, please inform your manager, and if necessary, your Union Steward.

Q) Can I work from Home? What is the Union's position?

A) The Union's position is that no one should be working from home. We consider that a slippery slope to contracting out: first the work goes off site, then

out of sight, then could disappear altogether.

However, given the extraordinary circumstances we find ourselves in, we would rather people be paid and working, than receive a layoff. Again, this is not a concession or an agreement to do this ongoing, it is only a temporary measure to assist in this unusual event, and is an opportunity to show that our work is valuable.

Q) Can the Employer force employees to work from home in the event of an Employer decision to shut-down services? If so, how is this compensated?

A) Yes, the alternative would be to receive a layoff. Now true, the Employer cannot make you use your home as a workplace, but they can prevent you from using their worksite for health/safety reasons; and COVID19 is the reason they are implementing this.

If there are additional costs from doing so, please keep track of these and document them, and we will press the employer for compensation.

Q) Does the Employer have a viable Work from home, Telecommute or Telework policy in Place?

A) No, there is no policy in place. The developing international health emergency has lead to some of our employers needing to take this step, but it is not intended to be an ongoing practice.

Q) The Vacation Planner is due to come out, what happens if we are still on an office closure?

A) Both management and the Union are aware of this upcoming date. We may have to mutually agree to extend the Vacation Planner deadline to ensure all staff have a fair opportunity to submit their Vacation requests.

ⁱ <https://www.ontario.ca/document/guide-occupational-health-and-safety-act/part-v-right-refuse-or-stop-work-where-health-and-safety-danger>