



CANADIAN UNION OF PUBLIC EMPLOYEES □ LOCAL 101 LONDON
1 – 380 Adelaide Street N., London, ON, N6B3P6 □ (226) 378-6399

Adam Brightling
President

Dominic Anello
Recording Secretary

April 21st, 2020 (revised)

Fellow CUPE 101 Members:

This is the latest instalment of the FAQs. Also, our constant reminder is to please contact Executive Assistant Michelle Sterling at **michelle01@rogers.com** with your personal email address, etc., if you, or someone you know, are not receiving our email updates but want to. (Again, this information is for Local use only.)

Vacation Planner (City staff)

Q. The Vacation Planner is normally due April 30th, how it is going to work this time?

A. By mutual agreement we moved the Vacation Planner deadline to May 1st, to allow more time to make an informed decision for vacation use with respect to COVID19 restrictions. The vacation period of June 1st to November 20th remains the same.

RTW Committee

Q. I am returning to work after being off with health issues, but my union RTW rep wasn't included when management advised me to return to work? What should I do

A. Management is ALWAYS required to include the union's RTW rep with all return to work plans and discussions. We are reminding them routinely, and at each instance they fail to include the rep. Please notify your RTW rep as soon as possible after hearing from HR about your RTW plan. This should not happen and we pursue each instance as soon as we are advised of this management oversight. Any Return to work questions can be directed to the Union Chair Joanne McLean: jmclean9548@gmail.com or cell (226)-926-4836.

H&S Committee

Q. Not all the Health & Safety committee members are working from my location. How do I contact them if I have questions?

A. Many H&S members have also been rotating in and out of office work locations, as with everyone else. If there is an urgent matter, take it directly to the nearest manager immediately. Otherwise reach out to your Local H&S worker or Steward who will assist you obtain contact information (see <https://101.cupe.ca/files/2020/02/Executive-Committee-1.pdf> and <https://101.cupe.ca/about-us/committees/what-we-do/>). An additional posting will go up with their non-work contact information, where available.

Plexiglas Barriers

Q. Most businesses have Plexiglas barriers at their customer service counters (e.g.

Grocery stores, banks, pharmacies, etc.) Why aren't our offices doing that too?

A. We have delivered this message repeatedly to our employers. Typically we hear that the employer is following the advice and direction of the Ontario Chief Medical Officer.

Orders & CA Rights

Q. The Ontario government has issued several Orders but we have language in our Collective Agreements (CAs) saying otherwise. What can we do?

A. With the States of Emergency in our provinces and municipalities across the country, there are some laws in place which allows employers to take steps often disregarding agreed articles of our CAs.

In discussion with each of our employers (City of London, Middlesex-London Health Unit, London-Middlesex Community Housing, Middlesex County, and Local Health Integration Network – Western Region), there is little appetite to willfully disregard the CAs. In cases where the CAs have been, or will be, contravened, prior discussion has always happened so far. (A good example of this is the above noted Vacation Planner deadline being moved; this was discussed well ahead of time and into implementation.)

If you observe a change contrary to the CA and have not been advised beforehand, please inform your Steward and they will ensure we are notified to deal with it. Again, thus far we have not been blindsided and do not anticipate it will happen, but are prepared if it does.

While we are cooperative and understand practical solutions are needed in crises, we intend to submit a grievance in all cases where articles of the CA are violated. The Union reaffirms its rights – as negotiated in good faith and crystalized in the CA – as a means of protecting any gains the Membership has achieved over time. That will not change.

Work Emails and Access (City staff)

Q. I've received an email from my manager instead of a phone call? Why is this?

A. As a proactive measure, managers are trying to contact members at their work emails first, and then follow up with a phone call if contact has been unsuccessful. Typically you will get more advance notice by email. The downside is that management does not have your personal email address, so they emailing your work account; this shifts an onus onto you to login and check you work email from home, where you normally wouldn't. The tradeoff is receiving the message with more time to respond.

Q. I can't remember, or have never checked my work email from home. How is this done?

A. You can access your City of London email remotely type **mail.london.ca** into the address bar. Then use your City of London username and regular log-in password. This should work for staff from any internet browser.

As a reminder, if you are called in to do unfamiliar work, in an unfamiliar location, or if you have ergonomic- or workplace-accommodations, please contact your Health & Safety or RTW committees to seek advice. There are supports in place to help members in each of those scenarios, there is no need to silently struggle through. An accommodation may be an adjustment of the work volume if you are managing an injury or avoiding re-injury. Be sure to discuss any concerns with either H&S or RTW.

If you have questions which you find are not addressed here, nor on past FAQ notices, please let us know and we will pursue answers. Thanks.