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April 9<sup>th</sup>, 2020

Hello Fellow Members,

A lot has happened since our last update. We hope this reaches you, and please share with other CUPE 101 members if you know they are not receiving this.

We continue to work behind the scenes escalating your concerns to, and relaying updates we receive from, management and the COVID19 Leadership Team.

As you know, the Union and management have been communicating on a near daily basis. By maintaining that dialogue, we keep the concerns you raised on the employers' radar. Often these are things management might not initially be aware of.

To date we have obtained and provided clarity on:

- health and safety first, and then
- proper Personal Protective Equipment (PPE) and PPE training,
- cleaning protocols,
- accommodations and ergonomics for working in unfamiliar locations or circumstances,
- payroll coding,
- scheduling and fair rotation

(See the FAQs on our website [www.101.cupe.ca](http://www.101.cupe.ca) )

If you have any concerns or questions, please let us know; we want your questions. You can reach out to your Steward or nearest Union Rep and we will contact management for answers.

### Childcare

The Premier's closure of schools and Child Care Centers caught many people off guard, especially those of us deemed to be "essential services". It was ironic that we are considered essential at the time of crisis, but not during bargaining. However, the Premier's decision disproportionately burdened workers with young families.

We expressed your concerns and the impact it was having on CUPE 101 families. The COVID19 Leadership Team heard and understand these frustrations, and after assembling Sunday March 29<sup>th</sup>, they implemented a go forward strategy.

If you have diligently and unsuccessfully tried to find alternate childcare arrangements and have been unable to attend work when you received a call-in, you should again

connect with your manager. The expectation is that every employee will make every effort to arrange for child care the best they can, but should this not be possible, discuss it with your manager so that they can work with you around this challenge. Clearly outline your circumstances, and management has been advised to work with all employees on a case by case basis.

### Vacation Planner

Another issue which has surfaced for the Local 101 members at City of London is that the biannual Vacation Planner is coming due. Usually your expression of interest for vacation must be submitted by April 1st. Since most people are not working from the office, and in the interest of fair opportunity, the Union and management has agreed to extend the vacation planned submission deadline to May 1st. If this proves to be impractical, we may revisit this deadline again.

### Grievances

If you have an active grievance underway, these timelines have been extended to April 20th.

### Seasonal Workers vs Temporary Workers

There was a news release advising that the temporary and seasonal workers were being given emergency layoff notices and hiring for summer jobs were being delayed. This does not necessarily mean if you are in a Temporary Job (Temp up to 1 year, or Temp up to 2 years, etc.) that you will given a layoff notice. No CUPE Local 101 jobs have been laid off due to COVID19.

### Return to Work (RTW) Committee

If you are a member returning to work with a RTW plan, management is required to include your RTW worker in discussions with you. If an RTW meeting has happened without your RTW union rep present, please advise your RTW rep as soon as you can. Their involvement is to help ensure your accommodations are properly respected.

### Short Term Disability (STD)

If you have been off work sick and need to apply for STD benefits because your sick time is used up, please note you will still need to meet the eligibility criteria for STD under your work plan (e.g. Great West Life, Sun Life, etc.). Inability to attend work due to the pandemic alone may not constitute eligibility for STB benefits. Be sure to consult your plan provider for eligibility criteria ahead of time in case you think you will need apply for STD benefits.

### Collective Agreement Booklets

The Collective Agreement booklets for the City of London inside workers have arrived from the printer. We are working on a plan to distribute them through the union Stewards. The most recent CA is posted on our website ( [www.101.cupe.ca](http://www.101.cupe.ca) ),but if you require a physical copy in advance of distribution, please contact Teresa Loucks (519-852-0514) to arrange pick up at the Tolpuddle Union Office.

Finally, we are trying to find a way to have a virtual General Membership Meeting (GMM). However, there are some technology issues to overcome which challenge our ability to keep the information confidential. We will continue to provide updates as they emerge.

As a reminder, if you or someone you know are not receiving updates from the Local, please contact (or have the person contact) the CUPE Local 101 Executive Assistant Michelle Sterling at **michelle01@rogers.com** with your personal email address, your mailing address, your text or cell phone number, and your role/workplace to be added to our distribution list. This information is being collected for Local use only. Thank you.

Adam Brightling  
On behalf of the Executive  
CUPE Local 101