



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

May 7<sup>th</sup>, 2020

Fellow Members:

We previously reported that between the slowdown caused by COVID-19 and the budget shortfall, that job losses were possible. Until now, our workforce has been intact. For some employees a Designated Emergency Leave (DEL) will result instead of a layoff.

Affected employees will be notified by their manager today, and DEL will go into effect next week (May 11).

Late last evening an agreement was reached and signed between the Employer and the Union. These extensive talks were aimed at identifying a fair process for how a DEL would be applied, and how it would end.

This is not unique to CUPE Local 101, it is happening in all City of London unions and in the management group alike.

This DEL process, unlike a layoff, will allow people to apply for the CERB benefit but maintain their benefits and seniority, and describes how a return to work will occur.

Normally an agreement like this would not be necessary as the Collective Agreement (CA) has layoff and bumping rules according to seniority. However, as previously reported, Premier Ford has enacted Orders under the State of Emergency which suspends parts of the CAs.

While some City services have slowed down, others are temporarily ceasing due to lack of work.

This means that instead of a layoff by lowest seniority to highest, that there are DEL temporary job losses happening by job classification, first with temporary staff before permanent staff, and from lowest seniority before higher seniority.

Again, we do not like this, it goes against the CA, and against our belief that seniority across the membership should prevail, but the Premier's Orders allow this to happen.

No doubt there will be many more questions, and we will continue to answer them the best we can. No one knows for sure how long the COVID19 crisis will continue nor exactly what it will look like when it ends.

Once the government lifts the States of Emergency and end the Orders, those on DEL leave will be immediately recalled to work. We will continue to post in these spaces.

On behalf of your Executive,

Adam Brightling  
President,  
CUPE Local 101.