



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

July 16<sup>th</sup>, 2020

Fellow CUPE 101 Members:

These are the most recent questions we have received to date:

---

**Q. An email was sent to Ontario Works London members on DEL stating that on August 4 they will be coming back to work. Was this email the official message or will a letter come?**

A. No the email is not the official notice, and yes, everyone will receive their own recall notification letter from HR when we are recalled to work from DEL.

**Q. When will job postings resume?**

A. This will occur following the end of all DELs. No new staff can be hired while existing staff are off work.

**Q. Due to childcare issues can I elect to remain on DEL until schools or childcare centres reopen?**

A. We met with HR on July 14 and they advised us they are working on figuring out how this will work. More information to follow.

**Q. Am I able to carry over more than five vacation days into next planner year?**

A. Yes, depending on the number of vacation days you have, you may be able to carry over more. You must submit a request to carryover vacation, each request may need to be reviewed on a case by case basis with your manager and HR.

**Q. Will PPE and Plexiglas be provided to support all counters, deskside interviews at Ontario Works, or other service areas where client-facing services are to be provided?**

A. This is being reviewed by management as per business needs. Currently, client-facing services have been opened on a limited basis with respect to Health & Safety guidelines and cleaning protocols.

As per Government of Ontario direction, not all services are resuming – for example, in person Ontario Works interviews are still temporarily waived. Before returning to full capacity and full suite of services, there could be additional timelines or restrictions mandated by the government. Our Health & Safety committees will have to be satisfied before regular services resume.

**Q. Is the Union still moving forward with Arbitrations for outstanding Grievances and JE?**

A. Yes. The reason Arbitration start dates take so long is that there is a limited pool of Arbitrators in Ontario and often we are seeking hearing dates more than a year away. Both the Union and the Employer have requested Arbitration dates for Job Evaluations and Grievances; given social distancing restrictions, some of these meetings may be held via Zoom or teleconference. Once dates are booked, you will be notified.

**Q. I have been social distancing since COVID restrictions were first implemented in March and I am anxious about returning to working in such a public place. What precautions are in place?**

A. The City is following the guidelines of the MLHU, the Ontario Chief Medical Officer of Health, as well as following H&S protocols. Enhanced cleaning procedures are in place along with increased frequency cleaning in high traffic areas as well as in between customers.

**Q. Is the Employer aware that some of us have been working since this COVID began, and are burnt out?**

A. Yes, we made sure management is abundantly aware.

If you have questions not addressed above, or on previous FAQ notices, please contact the Union or Human Resources directly.

Again, you can provide your contact information to the Union Executive Assistant Michelle Sterling at [michelle01@rogers.com](mailto:michelle01@rogers.com), or you can submit your question to HR at [h Rinquiry@london.ca](mailto:h Rinquiry@london.ca).

On behalf of your Executive,

Adam Brightling  
President,  
CUPE Local 101.