



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

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Fellow CUPE 101 Members:

Please find below the most recent FAQs, you may have noticed that some of the answers have changed or been updated. Again, we revise these pages as soon as new information becomes available. So if you have questions which we have not posted, please let us know so we can track down the answers. **As a reminder, an answer posted here, does not necessarily mean we endorse it or even agree with it, but that it is the latest information we have received from Management.**

If you are not receiving updates from the Local, please contact the CUPE 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. If you are receiving our email updates but know of someone who is not, please forward this information along and encourage them to connect with Michelle. This information is for Local use only.

Q. What happens to a member who has been called in to work but cannot attend due to an Immune compromised condition? i.e. If a member is going through cancer treatments, has HIV or AIDS, is undertaking immune-suppression therapy, or has treatments related to an organ transplant. What should they do? What medical form is being requested by HR?

A. The City of London (COL) employer is suspending requests for doctor notes for the most part. Unless, the employee is applying for Short Term Disability (STD) benefits, there should be very few – to no – requests for doctor notes. If your application for STD is related to COVID19, there is an additional form that Great West Life will require, however, no doctor signature is required on this form. (It is more like a self-declaration form.)

Q. How are these circumstances being coded for payroll?

A. They should be coded regular pay. If they cannot be accommodated, they should go home and be paid Pandemic for 14 days. e.g. If you called the MLHU and explained your situation, they might tell you that you have an immune-compromised condition that you should self-isolate.

Q. If at the end of 14 days, an employee calls back to the MLHU and still has

symptoms and they are told to continue to self-isolate, how are they paid?

A. You will have to use sick time or apply for Short Term Disability (STD) benefits.

Q. How does someone apply for STD?

A. The employee will be asked if their disability is COVID related vs non-COVID related, and if so, there is a separate form. (It is more like a self-declaration form.)

Q. If there is a break-in-service, there are implications. What are accommodations available in this situation?

A. They would go off on sick leave or STD leave.

Q. Since people are working from unfamiliar locations (CitiPlaza in this question), what is the employer doing to meet their ergonomic needs and accommodations?

A. Ergonomics team will be there (CitiPlaza) from 9am-10am or 9am-11am daily next week.

Q. If someone has an accommodation to use DRAGON Dictate on a different computer at a different sight, will their settings/user files be accessible at a different location?

A. We're going to have to ask IT specialists to answer if that voice-recognition file can be imported remotely.

Q. The Premiers office advised not to gather in groups more than 50 people. However, there are more than 50 working at CP.

A. It's not necessarily meant to be large workplaces, but meant for public events, weddings, etc.

NOTE: The Union was in contact with the MLHU at 2:30pm today (26 March 2020) and it was confirmed that because it is workplace with workers deemed "essential services" by the Ontario government, although it is not ideal to have more than 50 in a workplace, it is not a violation so long as screening is conducted each time prior to entering that workspace.

Q. What if someone has something that cannot be accommodated how will they be coded?

A. They go directly to using sick time, not into the 14 days pandemic payroll coding.

Q. Are there other work areas where members are not sitting in their regular work locations?

A. No there aren't any requests or moved people.

Q. If a person needs to call in sick could they use text or email, instead of fighting to get through on a phone line?

A. Yes.

Q. The COL appears to be doing everything to make a safe and secure workplace in the environments we can control. What about the external sites where Building Inspectors go to, and have no control over? What accommodations can we do to support them?

The Union is being told that the Builders' sub-trades are NOT respecting safe spacing and measures.

A. We (the COL) did give instructions to the Building Inspectors, on how to announce their presence, and leave if the builder is not complying then note in it (in AMANDA system).

Q. Can workers also be provided gowns to avert clothing transfer to vehicles and home? (i.e. Not just gloves, wipes, masks, booties, etc.)

A. We can look into that.

Q. Can we have one of the COL senior leaders actually go out to some of the jobsites to see what the workers are dealing with?

A. We can look into that.

Q. For workers with immune-compromised conditions, wouldn't it be better if those worker can use an alternate site with less people? (For example, one of the closed locations such as Northland, Westmount, East, etc.)

A. Good idea, we'll look into that.

Q. The Union is deeply concerned about staff facing a lack of available childcare. What can be done to accommodate this?

A. We have been telling manager to be creative with members, such as use of vacation, etc. Also, the government is offering some childcare funding up to \$2000/month for childcare funding.

NOTE: The Union is aware that funding is not the only consideration, but in fact there are very limited childcare providers available at this time.

Q. Since an end date is not known, if it is an ESA leave does an employee have to buy back both portions of their pension – employee and employer?

A. No, the employee just needs to pay the employees' portion.

Q. At the end of the 14 days (self-isolation), do we call back to the Health Unit, or do we come back in?

A. No don't wait until the 14 days, contact your manager sooner than later to discuss arrangements for returning, instead of at the last minute.

Q. What is the contact protocol?

A. Same as usual: The member calls their manager first; if this doesn't work, then we need to have them contact the Return to Work (RTW) committee.

Q. What if a member wants to cancel their vacation and be available to work, do they get to keep their vacation days for a later time.

A. That will be determined by their manager on a case by case basis, and is the at the manager's discretion.

Again, 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.