



Canadian Union of Public Employees Local 401

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Greetings All

In the next little while our conditions at work will start to change. In some cases drastically. We are expecting to see temporary closures at facilities where many of you work. In other workplaces, how you do your jobs, what jobs you do and/or what you need to do them will probably change too. All of these have implications. We have been in contact with some employers already, while others have been silent and are making plans on their own. If you are affected by a decision of the employer we would ask you to please contact your 2nd Vice President or our office. There are Collective Agreement and WorkSafe implications that are going to be put to the test.

Our position, with any employer whose asked so far, has been that temporary redeployment options are acceptable if a facility is facing closure. A voluntary absence from work due to precaution and/or because of a doctor's recommendation due to vulnerability, or due to the fact someone is actually feeling ill, should be considered sick time.

Other lost time is a layoff which requires notice or pay in lieu under all of our Agreements (save one). Some employers will insist that you use sick time or vacation and it's okay to say yes as we all have to live, and every circumstance is individual. Please let us know though and keep track. If the decision is reversed that information is very helpful.

We will continue to work with the willing employers to try to ensure that our members do not bear the brunt of this Pandemic and are allowed to continue working (remotely, redeployed etc). The principal is that this isn't a time to save on payroll or reduce sick banks earned through years of savings but to be creative so that no one suffers as we all deal with the current state of affairs. We encourage our supervisors to bring up the "extra" work that has been languishing. There may be some folks needing to stay busy.

We want to thank all of you right now. Every day you show up and know that your job is to serve the public despite what's happening. The work you all do is the work that keeps communities functioning and without you everything grinds to a halt. We hope all our employers recognize that fact as they make their decisions right now.

In Solidarity,

Blaine Gurrie
PRESIDENT, CUPE LOCAL 401

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c. L. Amy

