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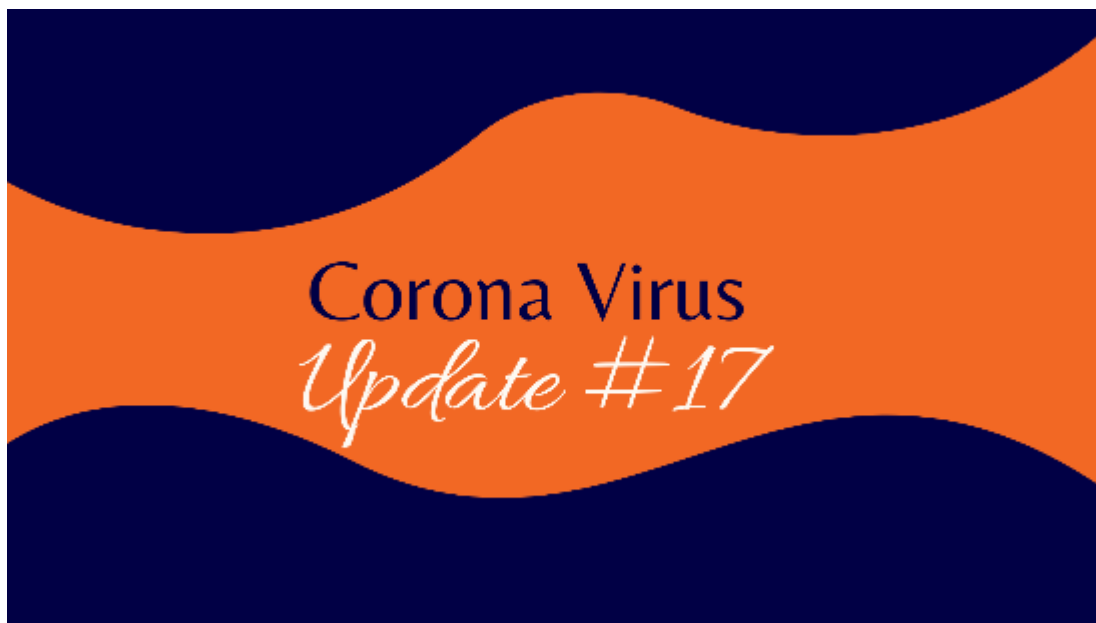
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Weekly Newsletter

NEWS & EVENTS | Tuesday, April 14, 2020



[April 14, 2020 update](#)

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addressing all the questions raised and will have this out later this week. In the meantime, here are answers to some immediate questions:

Salary Continuance and child care responsibilities until April 30th

The University committed in its memo of March 31st that “most employees will receive pay continuity until April 30.” The memo also talked about people working from home with children “We understand that striking a balance between these responsibilities will be especially challenging during this period where employees are adjusting to new routines with their children and with their colleagues, and that employee productivity may be impacted. The University will be monitoring this situation.”

During this period, members are asked to be flexible with their hours and do their best to get as much work done as they can. This may include doing some work in the evening or on the weekend when you are able to fit it in around childcare. This memo does not require members who can't work full time due to child care to start using vacation or personal days.

There is some confusion around this because the University changed the self-declaration form. Since almost everyone is working from home now and only essential workers are allowed on campus, people staying home due to childcare issues no longer need to fill out the form. Labour Relations has assured us that this was a change in procedure and not a change in policy.

Members are to be “made whole” until April 30th, even if they are unable to work full time. If your manager or HR is telling you something different and making you use vacation or personal days, please contact the union for follow up.

What happens after April 30th?

There are a lot of unknowns, but we do have some general information on how departments will be reviewing their operations. There are going to be a lot of departments with central funding, they haven't taken a financial hit from COVID and people are able to do their jobs from home. I think we can anticipate that these departments will continue to operate as status quo – people are working and being paid.

There are other departments where their programming has had to stop, their

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at the highest levels, the university is working to try to minimize lay-offs. Departments may have staff use up their vacation, lieu time, overtime before they move to lay-offs. They may look at re-assignment of duties where people in departments that don't have work can do work for and be paid by other departments. In some hard hit departments, they may need to move to lay-offs sooner rather than later.

If there are lay-offs we anticipate that they would be temporary lay-offs, not the permanent lay-offs we see in organizational change. If the issue is to resolve a short term operational or financial problem, having to pay someone 18 weeks' notice and pay out severance, doesn't solve a department's financial problems. Members receive two weeks' notice of temporary lay-offs and the intention is that they return to their position at the end of the lay-off. We are working on an FAQ of lay-off scenarios. If members receive temporary lay-off notice, they will be able to talk to a union representative afterwards to discuss the situation. We will also have information out to members this week on Employment Insurance and the Canada Emergency Response Benefit.

Members in Redeployment Pool

There are very few positions posted on the U of T job board since the COVID-19 crisis. We expect that this situation will continue for some time, as the University will only post and fill the most essential positions. Since this is a disadvantage to USW members who are in the redeployment pool and looking for work at U of T, the University has agreed to extend members' time in the pool by six weeks (with a possibility of extension).

Members in their org change or lay-off notice period

If you are in your notice period and have not yet reached your lay-off date – Your lay-off date will be the same, but your date to choose between enhanced severance and the redeployment pool has been extended until April 30th and could be deferred further. This is to give you more time to find work at the University before making your choice. If it is better for you to opt for enhanced severance on your lay-off date instead of having the extension, please get in touch with us.

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The ongoing impact of COVID-19 has brought uncertainty and anxiety for many Canadians. In response, Green Shield Canada (GSC) understands that it's more important than ever to put high-quality mental health care solutions within easy reach.

What you need to know

GSC is proud to be sponsoring Stronger Minds, a free digital program from MindBeacon that provides crucial mental health support for **all** Canadians. The program is available now at mindbeacon.com/strongerminds, and offers guidance in the form of short expert Q&A videos, quick reads, and resilience-building activities – all focused on protecting your emotional well-being as the COVID-19 crisis progresses.

Learn more

[Click here](#) for an overview that covers all the details you'll need to determine whether this program is the right fit for you. Check it out today.



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