

## **ic USW COVID-19 Update #6 – April 2, 2020**

Dear Victoria University USW Members,

The April 1 update from Vic's Human Resources Department included the good news that the temporary pay continuity provisions that have been in place for the past few weeks are being extended to April 30. The need for certain types of work that can only be done in the workplace on campus continues and the University expects our members in those jobs to report to work unless they need to self-isolate or they have to stay home in order to care for their children due to a school or daycare closure.

Human Resources' update states that employees who are working remotely are expected to work at full capacity. This requirement can be hard to fulfill in situations in which an employee is also having to care for their children because of a school or daycare closure. The Union has raised this concern with Human Resources and we suggested that managers need to be flexible about workload and work scheduling expectations in these situations. Human Resources indicated that they are open to addressing these concerns on a case by case basis. If balancing your childcare responsibilities with workload and work scheduling demands is a problem for you, please contact the Union, particularly if you have already raised it with you manager without success.

Human Resources also stated in their update that term and casual employees in term jobs that are due to end during the month of April will not have their contracts renewed unless they are performing their duties and unless the work they are doing is still required. If you are in a term job with a fixed end date that falls during April and you have questions about the University's plans for your job, please do not hesitate to contact the Union.

In order to reduce the risk of contracting COVID-19, many of our members who are working on campus have had the number of days they work per week reduced and the length of their shifts shorten while they still receive their normal weekly wages. If you are working on campus and the number of days and/or hours per day that you work have not been reduced, please contact the Union so that we can investigate the possibility of one or both of those special provisions being implemented for you.

Yesterday morning the Union became aware that some members who are coming to work on campus are concerned that, when they are travelling to work, the police will suspect that they are violating Public Health and government directives to stay home. Their concern was heightened by the announcement that the provincial government has given police new, temporary powers to demand identification information from people. The Union contacted Human Resources and requested that the University issue to employees working on campus a document indicating that they are required to travel to work because they are deemed to be in a critically required job. Later in the day, the University started issuing letters to staff stating the need for them to continue performing their job duties on-site.

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