



UNIT C UPDATE

Please note: The plain language interpretation of the Collective Agreement provided in this Update is without prejudice and cannot be used for any legal interpretation of the Unit C Collective Agreement.

MAY 14, 2020

We hope you and your families are staying healthy and connected. We are now entering week #9 of the COVID-19 Ministerial Closing and we continue to applaud our amazing Members, our Union Stewards, WSIB Office and all of the Executive through these unprecedented times. A reminder to please continue to monitor your TDSB email and website, local4400.ca email and Union website. Our website www.cupe4400.org is updated constantly and has various services listed for those members who require assistance. Important information can be found under CORONAVIRUS (COVID-19) INFORMATION on our homepage (login not required).

President, John Weatherup, and Unit C Vice-Presidents, Ondina Veiga and Anna Hutchison continue to meet with the TDSB through teleconference calls to review health and safety concerns, expectations and goals for assignment of duties in our various job classifications. The health and safety of our members and their families, and ensuring members continue to be supported and paid appropriately during this difficult time is of the utmost importance to us. Members are encouraged to reach out to their Unit C Steward Co-Ordinator for support and assistance.

UNIT C - STAFFING UPDATE (ARTICLE BB)

The TDSB has confirmed that Site Surplus and Board Surplus notices for school-based positions will be sent via email to affected employees' **TDSB email addresses**. The Staffing Information Forms this year will be **fillable online** and will have specific instructions on how to submit back to the TDSB.

Via TDSB email, you will receive:

- Site and or Board Surplus notification
- General Information document regarding the Staffing Process
- Instructions on completing the Fillable Staffing Information Forms
- Fillable Staffing Information Forms will be used for placements during the Staffing Process
 - These Forms are fillable documents that can be completed, saved and submitted electronically

Please note when completing your Surplus Staffing Information Form, remember:

1. When selecting the schools you are willing to work at, to please use numerical values, 1 through 999 (as an example). **Do not place a ✓ checkmark.**
2. It is very important to let us know if you drive or take TTC. If you do not select anything, the default is TTC. This could make a difference in your placement.

Notices will start being issued by TDSB email to affected employees the week of May 19th and continue to mid-June. The TDSB Staffing Calendar is posted on the TDSB website at mytdsb.on.ca under Unit C Job Postings and is updated as dates are revised.

Please monitor your TDSB email on a daily basis. Your Unit C Staffing Committee has set up a dedicated email address as well as a dedicated phone line to assist you with your **Staffing Information Form and/or questions**.

- The email address is unitcstaffing@cupe4400.org
- The phone number is 416-393-0440 ext 262

Toronto Education Workers/Local 4400, Unit C Staffing Committee
<ul style="list-style-type: none">• Ondina Veiga, Unit C Vice-President and Staffing Committee Chair• Anna Hutchison, Unit C Vice-President• Mara Boedo, Unit C Steward Co-Ordinator• Cherill Hiebert, Unit C Steward Co-Ordinator• Laura Maxwell, Unit C Steward

WELLNESS CHECK

A **welfare check**, also known as a **wellness check**, is when police stop by a person's home to make sure they are okay. Requests for **welfare/wellness checks** are made by friends, family, employers and neighbors, typically after someone unexpectedly stops answering their phone or getting in touch with others. It has come to our attention that the TDSB has, in some cases, exercised this option when Principals/Supervisors have not heard from staff during this pandemic. Although, the circumstances of every case may be different, wellness checks are likely to be found to be reasonable where an Employee has not reported to work or responded to the Employer, especially in these unusual times when people are isolated and could be seriously ill.

We have also heard that the Employer may request a wellness check where it suspects domestic abuse. This could be part of the Employer's obligations under the Occupational Health and Safety Act, if the suspicion is reasonable.

- **Domestic violence**
32.0.4 If an employer becomes aware, or ought reasonably to be aware, that domestic violence that would likely expose a worker to physical injury may occur in the workplace, the employer shall take every precaution reasonable in the circumstances for the protection of the worker. 2009, c. 23, s. 3.

MEDIATION SETTLEMENT – GRIEVANCES C-7654, C-7655, C-7693 - REDEPLOYMENT OF UNIT C - EA's and/or SNA's DURING OSSTF - TEACHER STRIKE DAYS

We have received confirmation that the Settlement payment for those members redeployed from Secondary Schools to Elementary Schools due to the OSSTF teachers strike, was issued March and/or April 2020. Please check your pay on MYInfo and contact ondina.veiga@cupe4400.org OR anna.hutchison@cupe4400.org if you were not paid.

Please take care of yourself, stay connected, and be healthy. A reminder to our Members, the sooner you contact your Union, the sooner your concern can be effectively dealt with.

In Solidarity,

Anna Hutchison
Unit C Vice-President

Ondina Veiga
Unit C Vice-President

UNIT C CONTACTS

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