



October 19, 2021

VIA E-MAIL

Colleen Russell-Rawlins
Director of Education
Toronto District School Board
5050 Yonge Street
Toronto ON M2N 5N8

Dear Director Russell-Rawlins,

Toronto Education Workers/Local 4400 has been advised that some of its Members are being suspended without pay because they have not adhered to the Mandatory Vaccination Procedure of the TDSB. We recognize the School Board's obligation to ensure that workplaces and schools are safe, but these Members can and should be accommodated in other ways so that they do not lose their income. For example, employees could submit to frequent testing and other measures that mitigate or eliminate risks. In addition, they could be assigned to work remotely, or in isolated locations, or during hours when other employees and students are not in the workplace. It is not necessary to suspend their employment without pay.

Further, when it is necessary to suspend an employee without pay, or change their employment status, this should be done in a way that does not disentitle them to EI benefits. These employees are available and ready to work. If the School Board does not have appropriate work for them, that is a layoff that should be properly recorded on their Record of Employment. Layoffs should always be limited to what is absolutely necessary and must be done in accordance with the applicable Collective Agreements.

Please do not hesitate to contact me if you need more information or would like to discuss this in greater detail.

Regards,

John Weatherup
President

c: TDSB Trustees