



**Canadian Union
Of
Public Employees
Local 30**

Edmonton Civic Employees

EPCOR

Edmonton Economic Dev.
Corporation

City of Fort Saskatchewan

Town of Thorsby

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Dear Fellow Local 30 Members

SUBJECT: COVID-19 UPDATE #1

To all CUPE Local 30 members:

Everyone is feeling great uncertainty as the COVID-19 situation progresses. This situation is fluid and can change hour to hour. The closure of schools has added another complexity to members trying to deal with this situation.

Please know that Local 30 is in constant contact with all the employers and are continuing to represent you and your interests. We know that members are feeling high levels of anxiety at this time and Local 30 staff and executives are working hard to address the issues created by this situation as best we can.

(Below shared from CUPE Alberta)

Please keep the following principals in mind:

- Employers have legal obligations to ensure that the workplace is safe. Employers should inform employees if there is a risk of exposure and ensure that appropriate precautionary measures are taken.
- If you are not sick, **but need to stay at home to care for a child or family member**, all employees are entitled to **up to five days unpaid leave per year** if the leave is necessary (a) for the health of the employee, or (b) for the employee to meet his or her family responsibilities in relation to a family member. **Individual collective agreements might provide more leave or paid leave.**
- Where work can be done remotely or from an employee's home, CUPE will ask employers to do so. In particular, employees with compromised immune systems need to be accommodated.
- Schools and daycares have been cancelled, which creates a serious challenge for many workers. Employers have a duty to accommodate to the point of undue hardship. This means employers may need to be flexible with hours of work, change schedules and allow employees to work from home where possible.
- Employers also have a duty to accommodate where employees are required to self-isolate or provide care because family members are sick
- The requirement to have worked for 90 days prior to a leave has been waived
- at the time of writing, all employees **can take a continuous 14 calendar days of paid, job protected leave** if they are:
 - Required to self isolate
 - Sick or caring for a loved one with COVID-19
- Employers need to provide appropriate PPE for employees exposed to any hazards

Please refer to your employer's information on how COVID-19 precautions may affect you and your work situation.

If you have any questions, or you are being denied leave please reach out to your shop steward or contact the hall at 780-426-6050 and ask to speak to your business agent.

Stay safe,

A handwritten signature in black ink, appearing to read 'JM', written in a cursive style.

John Mervyn
President
CUPE Local 30
JM