

Q & A – REDEPLOYMENT FOR EDUCATION WORKERS

- 1. Will those who have been laid off, such as casual employees, be given the opportunity to be redeployed or will they be rehired by the school board in order to volunteer?**

Yes - Should a laid off or casual employee wish to participate in voluntary redeployment, the school board will bring them back on to payroll to facilitate the redeployment

- 2. Could a ten (10) month employee continue to work at the redeployed employer beyond their ten (10) months?**

Yes, the school board would continue to compensate them with salary, benefits etc. throughout the additional period worked.

- 3. If someone wants to volunteer but has children at home, could they have access to emergency childcare?**

Yes

- 4. Will temporarily redeployed employees be eligible for the pandemic premium pay if they are matched to an eligible institution (e.g. long-term care homes).**

Yes, pandemic premium pay will be provided to members performing the work covered by the pandemic premium pay order.

- 5. Who would cover a work refusal if the volunteer arrives at a site and feels it is unsafe?**

The Local Union and Local School Board should address this in their agreement, there should be a contact person at the receiving employer's worksite. There is no reprisal for an employee who refuses a voluntary assignment.

6. If school opens and a member has been working at a site with active Covid would they have to socially isolate for two weeks before returning to work at 100% of pay?

This needs to be addressed in the Agreement between the Local and the Board.

7. Precarious workers (for example lunchroom supervisors) work 1.5 hours, can their hours be increased through this process?

Yes

8. WSIB - who is the employer?

The school board is the employer; however an agreement is being reached between the boards and the Ministry to provide them with an indemnity for any added costs that could be incurred as a result of redeployment, such as WSIB, LTD etc.

9. Are we only going to be placed in unionized workplaces?

We don't know, but again an agreement can nevertheless be reached between the local union and local school board with a receiving employer in a non-unionized workplace.

10. Where does the employer/local relationship begin and end with any volunteers who desire to move forward?

The school board remains the employer for pay purposes, however working conditions are determined by the receiving employer. The agreement entered by the 4 parties should address these concerns.

11. Will Health and Safety be addressed, as this is a concern due to the lack of PPE in many of the sites?

Yes, the agreements should cover the need for proper PPE and training, you will note that these items are addressed in the template agreement.

12. Is there recourse to dispute resolution process and who with?

The dispute resolution process in the school board agreement applies as they continue to be the employer.

13. Is mileage being considered?

Mileage can be negotiated into an agreement between the local parties.

14. Will we know based on the Provincial Database- which members have signed up, where they will be working/hours/shifts etc?

In order to come to an agreement regarding redeployment with a receiving employer and their union the Local should be advised where the employees are being redeployed to.

15. Will volunteers be able to work additional hours (overtime) provided they don't interfere with staff at the location?

Yes, the receiving employer will have to report those hours, including overtime to the school board so that the employee can be appropriately compensated.

16. Can the employer implement redeployment for employees who volunteer without an agreement with the Union?

No, the Order in Council requires the school board to reach an agreement with the Union prior to any redeployment.