



March 19, 2020

COVID 19

Dear members of the UPCE,

The situation around COVID-19 and its impacts are unprecedented and require a response adequate for the current circumstances.

We strongly encourage you to follow the provincial and federal governments' recommendations and to stay informed on the latest development.

Along with the normal recommendations of washing hands and sneezing/coughing in our elbows, social distancing remains one of the most important recommendations from our health authorities. However, even when engaging in social distancing, it is still recommended to keep in contact with colleagues and loved ones through other means such as email, phone, Skype, etc.

On behalf of all UPCE members, we thank Canada Post for their leadership on this issue and certainly welcome a number of initiatives by the corporation. But we continue to work with Canada Post on a few items, including telework. We recognize the corporation's recent efforts under the circumstances, but we are also aware that some members at Canada Post have reported difficulties with being approved for telework. Along with the other Bargaining Agents, we have requested additional information on a plan for members and employees who are part of the more vulnerable population because of age, a compromised immune system, or other chronic illnesses.

If you are having difficulty getting telework approved or are part of our most vulnerable population and are asked to report to work, we invite you to discuss your concerns with your local team leader or with your Human resources representative. If you are unable to resolve the issue, you should certainly reach out to your union representative(s).

For Purolator, we are still waiting for a clear position from the company and continue to have a number of questions. It appears members may be unable to get leave with pay when quarantined or in isolation, a position with which we completely disagree. The PSAC-Purolator collective agreement does provide an opportunity for the company to provide leave with pay for special circumstances. If you are in this situation, please contact your union representative.



For both of our employers, we are seeking some flexibility, support, and understanding in regard to the current unprecedented situation and the impacts to our members, especially those who may be more vulnerable or have additional responsibilities such as caring for parents, children, or other members of their family.

Please remain calm but informed and do everything you can to stay safe and healthy and to reduce the risk of exposure for others as well as we continue to move through this pandemic. We continue to represent your interests with our employers. If you have any feedback or suggestions to provide, please do not hesitate to reach out to us.

Additional PSAC resources and information:

<http://psacunion.ca/covid-19-your-rights-work>

