



Dear Members,

We are in an unprecedented situation at this time. It is unknown territory right now and the information is ever-evolving. I encourage you all to follow us on Facebook and Instagram and check the website for up to date information. We endeavor to post relevant updates every afternoon, if there is new information to share.

As of 6pm, March 18th:

- Most of our employers have closed down with no access or limited access from the public.
- All of our recreation centres have closed to the public.
- Our 6 municipalities within the GVLRA are on a united front with the rest of the municipalities in Greater Victoria, the Employers are all working together to communicate the same message.

For the vast majority of members this is the message being communicated from Employers:

- Employees who continue to report to work as directed and/or who are assigned to work remotely will experience no interruption of wages and benefits.
- For employees who are directed to not report to work, and are not assigned to work remotely:
 - Regular employees will continue to receive their regular wages and benefits.
 - Auxiliary employees who have posted into a temporary position for a specified period will continue to receive wages and payments in lieu of benefits for the duration of the temporary assignment, unless notice is provided to end the assignment early.
 - Auxiliary employees who are casual or on-call will receive wages for 2 weeks, based on pre-accepted and scheduled shifts for the period. Where an auxiliary employee does not have a scheduled shift for the 2 week period, wages will be provided based on shifts worked during the previous 2 week period.
 - All employees must remain available to return to work should circumstances change.

Please remember that we all still have jobs to perform. You will **not receive regular wages** if you choose to stay home and:

- You are not experiencing symptoms of being sick, or
- You have not been exposed to or compromised by the COVID-19 Virus, or
- You are not directed to work from home, or
- You are **not** told, do not report to work.

If a member believes that their worksite is unsafe or that they may be exposed to COVID-19 at work, please contact your unit Vice President to see if it is appropriate to refuse to attend work and possibly involve Worksafe BC.

If a member elected or elects to travel after March 13, 2020, contrary to the PHO's recommendations, unless there are substantiated extenuating circumstances, they will not be entitled to a paid leave of absence.

At this time, layoff of regular employees has not been an item of discussion. Please direct all of your questions and concerns through your unit Vice President. The Union will not be holding any face to face meetings during this time. As new information arises, we will post updates for all members to see.

Stay safe and healthy.

In Solidarity,

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

Shireen Clark
President