



BURNABY CIVIC EMPLOYEES' UNION

CUPE LOCAL 23

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April 6, 2020

Dear CUPE 23 Members,

It's with a heavy heart I write this letter to you to discuss a Letter of Understanding (LOU) that addresses lay-offs. This is a day no one could have ever anticipated or predicted. It truly is an extraordinary turn of events in the world, but I know that we can get through this by working together. Through this time your CUPE 23 Executive and Committees have been working hard to advocate for members and implement the changes that are necessary for the Local at this time. Moving meetings from in person to online virtual, to carry on the work of the Local has been crucial. Allowing us to collaborate and problem solve together while being able to keep our distance has been a seamless transition. Please join us for an online Membership meeting April 15 at 5:30 pm. Details to be announced later this week through www.cupe23.ca and also via personal email.

CUPE Local 23 and Executive have reached an agreement with the City of Burnaby which aligns with our core values of treating all members with dignity, equality and respect. The agreement provides 42 days of full pay to any member that is temporarily laid off due to the Covid-19 pandemic, regardless of their employment status (AUX, TFT, RPT or RFT). Our collective agreement currently only provided for a ten (10) day notice of lay off and pay so this agreement is a significant increase to those provisions. The LOU also provides benefits to be carried on through the 42 days of pay protection, followed by 3 months of employer paid benefit premiums for affected members. I've attached a copy of the LOU as well as a frequently asked questions sheet that will provide the full details for you. Please read through each of the documents and if you have any more questions or concerns please forward via email to admin@cupe.ca and we will be sure to get back to you as soon as possible. It should be noted that we currently do not know who the layoffs will affect but can assume those who work at any of the closed City facilities will be impacted.

During this time many of you have taken on different roles and positions at different locations with varied duties and schedules for work. I want to thank each and every CUPE 23 Member who has worked with management to deliver the services for the Citizens of Burnaby. You are appreciated and your efforts do not go unnoticed. Your work is important and vital to the community we serve. Everywhere in the City of Burnaby CUPE 23 Members are getting the job done despite the difficulties we are all personally facing.

If you or someone you know are struggling during this time, please don't go through this silently. I urge you to reach out to your loved ones, friends and community and let them know you need help. BC 211 is a free confidential service that you can call for any assistance you need. Just dial 2-1-1 and they will connect you with whatever services required. We can't help if you don't tell us!

Caring for our families, neighbors and co-workers at this time is a priority for all of us. It's our hope that this LOU will temporarily ease the financial stress for affected members and more importantly provide you access to work once the Covid-19 situation is resolved. Please be safe and do all you can to stop the spread of Covid-19, social distance, wash your hands and stay home when you can.

In solidarity,

Bruce Campbell

President

Burnaby Civic Employees Union

CUPE local 23