

YOU DON'T HAVE TO PANIC YOU HAVE TO KNOW YOUR RIGHTS!

Sisters and Brothers:

In this time of uncertainty and fear, we would like you to be aware of your rights under Article 33:13 of the Collective Agreement.

If you feel you are in imminent danger example social distancing not being followed, no PPE etc. you have the right to refuse the work. At this point leave the area, find your team lead, request to see a Union Steward or the LJOSH Representative. At that point management should offer you work in another area that you feel is safer while Management and the Union complete a thorough investigation. It is an individual right the actual employee has to file the complaint.

The Toronto Local is in contact via teleconference with Senior Management to stress the safety issues for our members. The Union is trying to enforce Management's compliance in accordance with Health and Safety and the law.

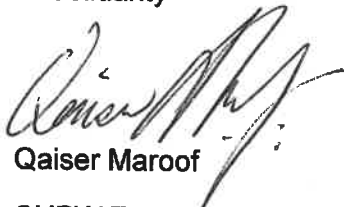
We have made multiple demands that Canada Post ensure that there are enough PPE for all employee's, as well as that each employee should have their temperature taken before entering any facility.

You have protections negotiated by the CUPW National Office for Quarantine leave, child care and eldercare leave and other special leave such as underlying medical condition, or for those member's 70 years of age or above, and for maternity.

We cannot stress enough, if you feel ill, if any member of your family is being tested for Covid 19 **do not come into work**. Contact your team lead by phone and Telehealth Canada and follow the instructions given. You may also reach out to our Covid Committee 416-712-0479 or email your concerns to covcomtorloc@cupw-sttp.ca

The Officers of the Local are still working, checking messages, and on the work floor making sure you are safe.

In Solidarity



Kaiser Maroof

CUPW Toronto Local President



Adele Chaplain

Toronto Local 1st Vice President

April 16, 2020