On March 20, 2020, the City and its union partners worked together to sign a letter of understanding (COVID-19 Redeployment of Employees) confirming that we will all work together to help keep necessary services running during this period of COVID-19 impact. This agreement allows the redeployment of employees across jurisdictions and work functions as needs arise. It is an “all hands on deck” approach to help prevent a health crisis within our community.

Am I eligible to be redeployed?
All employees are eligible for redeployment, however, at this time, the primary effort will be to redeploy those impacted by facility closures or service reductions where possible.

If I'm an employee from a closed facility or an area of reduced service, will I be provided a redeployment opportunity?
You will be considered for potential redeployment, however, there is no guarantee that assignments will be available for every individual. There is a process in place that will attempt to match individuals with redeployment assignments. Some assignments may require specific skills and only those individuals with the skill sets can be deployed.

Can I be redeployed into work different from my normal work?
Yes, you may be redeployed into positions that are different from your normal work. You may even be asked to do work that doesn't normally fall within your union jurisdiction. If this occurs, you will be appropriately trained and provided with a safety orientation for any new work that you would be doing.

Will my pay be affected if I'm redeployed?
You will continue to receive your regular hourly rate of pay and benefits as per your collective agreement during the redeployment period. The intent is to maintain stable compensation for employees throughout the period of redeployment.

Will my workdays, shifts, hours change if I’m redeployed?
This will depend on your assignment. Shift schedules, including days of work and start and end times, will be as required by the specific work assignment.

Will my skills and abilities be considered if I’m on a redeployment list?
A Redeployment Team has been established under the guidance of Branch Manager Jennifer Kluthe. Part of the Redeployment Team’s work will be to develop a skills inventory for all employees who are available for redeployment.

What happens if I feel unsafe doing the work assigned to me?
As part of the redeployment process, training requirements for the job tasks and work environment will be identified and you will receive training, orientation and the necessary personal protective equipment for your new position. A site safety orientation will occur at the beginning of the first shift worked in a new location (unless you have received the orientation previously).
If you have remaining concerns, talk to your assigned supervisor about your concerns and ask them to review the steps that have been taken to make the work safe. If you have ideas about how the work can be done even safer, please share those ideas with your supervisor. You can also contact your Joint Worksite Health and Safety Committee or a Safety Engagement Lead to discuss any concerns you may have. Incidents and Unsafe Work Observations can also be reported using the Incident Data Collection Form (IDC).

A State of Local Emergency was declared. What impact does this have on me as an employee? A State of Local Emergency (SOLE) declaration allows for the reallocation of resources and adjustment of services to properly respond to the pandemic. Although it has not yet been invoked, this declaration allows for the conscription of employees to do work as it is deemed necessary. Given the COVID-19 Redeployment of Employees Letter of Understanding, the City will only conscript (mandatorily enlist) employees where absolutely necessary for this emergency.