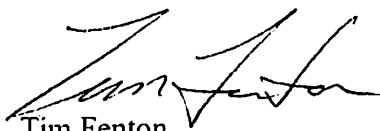


We further understand that our employer partners will not require medical notes to justify absences and will not be disciplining members for any reason related to absence due to illness. It is important that health and safety protections require enhanced hand washing/sanitary facilities, reducing proximity of workers in the workplace and that personal protective equipment is required where there is any question of exposure to the Covid 19 virus in health sensitive working environments.

In regards to the possibility of our members continuing to be able to work on job sites or in the shops of our employer partners, our Union leadership is interested in engaging in discussions related to job sharing, flexible work shifts and reduced hours to ensure that our members could continue in active employment with enhanced protections against the transmission of Covid 19.

Please feel free to contact me to discuss at your convenience.

Sincerely,



Tim Fenton
Business Manager, OSMWRC

TF/ia

cc: *ICI Executive Board*
Mr. Eric Comartin, Counsel, OSMWRC



ONTARIO SHEET METAL WORKERS' & ROOFERS' CONFERENCE

EMPLOYEE BARGAINING AGENCY

▷ 1312 Hurontario Street, Mississauga, Ontario L5G 3H3

▷ PHONE: 905-278-2280 ▷ FAX: 905-278-4109 ▷ EMAIL: info@osmwrc.com

Via Facsimile: 416.695.9920

March 17, 2020

Don Marks, Executive Director
940 The East Mall, Suite 301
Etobicoke, ON M9B 6J7

Dear Mr. Marks:

RE: Ontario Industrial Roofing Contractors Association and Ontario Sheet Metal Workers' and Roofers' Conference.

Lay-offs due to Covid 19

Further to our recent discussions and ongoing efforts to minimize the possible health and safety concerns related to Covid 19 I am writing to confirm the Conference's understanding about laying off our members who have been exposed to or directly affected by the Covid 19 virus. Specifically if any of our members have experienced any of the following:

- i) **Been in contact with someone diagnosed with COVID 19; or**
- ii) **They have travelled to or has been in contact with someone who has, travelled outside of Canada in the last 14 days or**
- iii) **They exhibit symptoms (mild to severe respiratory illness with symptoms of fever or cough or shortness of breath)**

Members who have experienced any of the above should be provided a Record of Employment, due to sickness or illness due to Covid 19. By ensuring that the ROE is for sickness and illness our members should qualify for the enhanced provisions under EI for Covid 19. In addition members who are unsure of their health / illness should be encouraged to request a Record of Employment and self-isolate for at least 14 days at this time. It is important to emphasize that Employers, members and the union have a positive obligation under Occupational Health and Safety to ensure a safe workplace in regards to Covid 19 and no one should be reporting to work if there is any question as to the exposure or health of a person in the workplace.

In addition to the above we are interested in engaging in discussions with the OIRCA regarding how members laid off due to illness are able to return to pre-illness employers and not be required to or expected to be placed on the local union hiring hall list.