



H.O.P.E. Local 2220

Healthcare Office and Professional Employees Union, UBCJA

SPECIAL MESSAGE

TO ALL MEMBERS OF HOPE LOCAL 2220, UBCJA, WORKING IN LONG TERM CARE FACILITIES

FROM: PAULA RANDAZZO

CHILD CARE DURING THE CRISIS

Dear Sisters and Brothers,

All schools and daycares within our Province are currently closed. Because of this, many of you are having problems reporting for work as scheduled due to a lack of child care. The problems which currently exist are likely to become worse if and when employers start using the special powers they have been granted by the government to alter schedules and prolong shifts etc.

We have been in touch with the Minister of Long-Term Care's office about this issue. They have promised that emergency, 24/7, free child care will be available to all front-line healthcare workers including workers in LTC facilities "soon". At the current time we have no information as to exactly when and how this will be provided. Once we have details we will get them to you as quickly as possible.

In the meantime, for anyone who now has, or expects to have, child care needs we are asking you to do the following:

- Please fill out the Child Care Request Form (available on the HOPE website) and submit it to your employer as soon as possible. Before sending it in, please take a picture or a copy of the completed form and send the picture/copy to your Union representative.

If you are scheduled and/or requested to report for work, but you cannot do so because you have no child care available, we understand from the Minister's office that you should do the following:

- Contact your employer immediately and advise them as to your inability to come into work because of a lack of child care and

request a leave of absence due to a lack of child care for the shift/shifts concerned.

If your request for the leave of absence is denied, please do the following:

- Calmly and courteously explain to your employer that you will not be reporting for work as scheduled/requested because to do so would mean leaving your underage/dependent children alone in violation of your duties and responsibilities as a parent and in violation of the law.
- Make a written note of the time, date and person you spoke to concerning this situation.
- Provide the information concerning the denial of your request for a leave of absence due to a lack of child care to your Union representative immediately.

We all care about our residents and our jobs but always put your children first and make sure that they are properly looked after before reporting for work as scheduled/requested.

We know these are tough times and that you are all anxious and incredibly worried but now more than ever we have to stick together and do the right thing.

Thank you,



Paula Randazzo
President
HOPE Local 2220, UBCJA