

Memo #5

Date: October 19, 2020

To: Members

Re: Personal Days and Serious Family Illness Days; Parents Keeping Children at Home; Canada Recovery Benefit; Canadian Labour of Congress Information

Personal Days and Serious Family Illness Days

In May(22nd) the Board sent out a video outlining the new procedures for creating Leave of Absences. The use of a paper copy has been replaced by an electronic version. Not much changed, however when it comes to Personal, Bereavement and Serious Family Illness Days which requires “preapproval”. There is an Approval Comment box, which needs to have a comment before approval can be made.

Here are some suggestions:

Personal Day – personal; personal day

Serious Family Illness Day – family member is sick; family member emergency

If you have been denied the use of a Personal Day or Serious Family Illness Day, you need to contact the Unit Office as soon as possible.

Parents Keeping Children at Home

This year we are seeing an increase in the number of students absent due to Covid-19 symptoms. While they are away teachers can be supporting them, with the realization that the work provided will not match the instruction/teaching one would get by being in the class.

Another issue we are seeing is Parents keeping their children at home – not because they are sick, or they are self-isolating – because they are afraid or worried for their health during our current pandemic situation.

Unfortunately, this is not one of the Board approved options. Parents can choose from Face-to-Face or Virtual School. This hybrid option does not exist.

The Board is in agreement, and have sent clarification to principals/vice principals:

I know many of you/all of you have some parents that are self-selecting to keep their children at home for an indefinite period (more than a day or two) even though they do not have Covid-19 symptoms or have applied to the Virtual School.

This year there are two options for parents to choose for their child(ren):

- 1. Face-to-Face*
- 2. Virtual School*

Therefore, parents that keep their children home without a justifiable reason cannot just request work from their child's teacher. We would treat it just like a vacation – it is within their control and we do not provide support on an ad hoc basis.

There are circumstances where students are at home for an extended time and are to be provided work. Some students are medically fragile, and cannot attend in person, and also have restrictions that limit their ability to attend using the virtual school. Therefore, they are still on the classroom teacher's roster, and through collaboration with the SERT and Educational Assistants, the student receives support.

Canada Recovery Benefit

As has been widely reported in the media, the federal government has created three new recovery benefits for Canadians. Each of the benefits provides a taxable payment of up to \$500 a week for eligible applicants. **These will be the benefits the Board will direct teachers to apply for if they have to stay home with a sick child, or a child self-isolating, etc. but who are not sick themselves.**

Reminder: our sick days are for our use only.

1. The **Canada Recovery Benefit (CRB)** provides income support to employed and self-employed individuals who are directly affected by COVID-19 and who are not entitled to Employment Insurance (EI) benefits.
 - The CRB is open for application effective October 12, 2020.
 - The CRB is administered by the Canada Revenue Agency (CRA).
 - If you are eligible for the CRB, you can receive up to \$1,000 (\$900 after taxes withheld) for a 2-week period.
 - If your situation continues past the initial 2 weeks, you will need to apply again. You may apply up to a total of 13 eligibility periods (26 weeks) between September 27, 2020 and September 25, 2021.
 - Details regarding CRB eligibility and application are available at: <https://www.canada.ca/en/revenue-agency/services/benefits/recovery-benefit.html>
2. The **Canada Recovery Sickness Benefit (CRSB)** provides income support to employed and self-employed individuals who are unable to work because they are sick, or who need to self-isolate due to COVID-19, or who have an underlying health condition that puts them at greater risk of getting COVID-19.
 - The CRSB is now open for application.
 - Each 1-week period starts on a Sunday and ends on the following Saturday. You may start applying on the **first Monday after** the one-week period you are applying for has ended.
 - The CRSB is administered by the Canada Revenue Agency (CRA) and the CRA will verify that you are eligible to receive the CRSB.
 - If you are eligible for the CRSB, you can receive up to \$500 (\$450 after taxes withheld) for a one-week period.
 - Each Canada Recovery Sickness Benefit (CRSB) eligibility period is a specific one-week period. If your situation continues past one week, you will need to apply again.
 - If you become sick or have to self-isolate due to COVID-19 part way through a period, you can only apply for the period if you missed more than 50% of that work week. If you miss less than that, you need to wait to apply for the next eligibility period.
 - You may apply up to a total of two weeks between September 27, 2020 and September 25, 2021.
 - Details regarding CRSB eligibility and application are available at: <https://www.canada.ca/en/revenue-agency/services/benefits/recovery-sickness-benefit/crsb-who-apply.html>
3. The **Canada Recovery Caregiving Benefit (CRCB)** provides income support to employed and self-employed individuals who are unable to work because they must care for their child under 12 years old or who must provide care for a family member who needs supervised care. This applies if their school, regular program or facility is closed or unavailable to them due to COVID-19, or because they are sick, self-isolating, or at risk of serious health complications due to COVID-19.

- The CRCB is now open for application.
- The CRCB is administered by the Canada Revenue Agency (CRA) and the CRA will verify that you are eligible to receive the CRCB.
- If you are eligible for the CRCB, your household can receive up to \$500 (\$450 after taxes withheld) for a one-week period.
- If your situation continues past one week, you will need to apply again.
- You may apply up to a total of 26 weeks between September 27, 2020 and September 25, 2021.
- Details regarding CRCB eligibility and application are available at:
<https://www.canada.ca/en/revenue-agency/services/benefits/recovery-caregiving-benefit.html>

Canadian Labour of Congress Information

1. Forward Together: The Plan

Please see attached for further information and take a few minutes to review and add your voice.

2. University of Ottawa

OSSTF/FEESO members of the University of Ottawa need our help. Back in May, The Last Offer Vote put to the membership of District 35 PSUO-SSUO (Support Staff at the University of Ottawa) by the University of Ottawa. was ultimately put to the membership and was soundly rejected.

We have heard the Bargaining Unit has declared a strike for this coming Monday unless [they get a deal](#). Monday has come and no deal been reached.

Members are encouraged to use their tweets should speak to the University of Ottawa (@uottawa) get back to the table to get a fair deal with @psuossuo.

Please be sure to tag @uottawa and @psuossuo along with the following hashtags as this part is absolutely critical:

#FairDeal4PSUO

#OSSTF

#FEESO

#OttCity

If you have any concerns, please contact the Unit office at 705-733-9625 or 1 800 558 4815