

# BULLETIN

## **COTAPSA Support to Members and Information on Labour Disruption Reassignments**

COTAPSA is issuing this Bulletin as result of inquiries from Members regarding potential reassignment during a labour disruption.

**COTAPSA wants to ensure our Members feel supported. As such, should a labour disruption occur, COTAPSA will increase services during this time, including extending our office hours, to provide guidance and to answer questions for our Members. More information on increased services will become available as negotiations progress.**

As the City has the right to continue to provide essential services to the public, and the public has the right to continue to access them, COTAPSA Members should be ready to assist in the delivery of essential duties to the public through the reassignments they are asked to fulfill, so long as their health, safety and security is not compromised.

Should a labour disruption occur:

- You may be reassigned from your base position to another area to assist with maintaining essential services to the public in order to keep the City safe, clean, and functioning.
- You may temporarily perform duties different from your base position and will be expected to perform the duties of your

reassignment. Prior to starting your temporary duties, adequate training must be provided by the City, including *Health and Safety Training* and *WHMIS training*. Personal protective equipment (PPE) should all be provided where appropriate (not all locations or reassignments will require PPE).

- You may be asked to work overtime.
- You may be required to cross a picket line or assist others with crossing it. The length of time taken to cross a picket line varies depending on what is happening at that picket line at any given time. All workers have a right to be protected from verbal and/or physical harassment.
- You maintain your right to refuse work under the Occupational Health and Safety Act if you feel it is unsafe, or if you feel endangered by workplace violence.

Please visit the City's Labour Disruption Training & Resources portal in ELI for more information. This portal includes links to the mandatory training modules as well as a number of relevant FAQ's that will continue to be updated by City staff as appropriate.

Should you have any questions, please contact the COTAPSA office at (647) 519-5115 or email at [cotapsa@toronto.ca](mailto:cotapsa@toronto.ca)