



# Renfrew County Occasional Teacher Local



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March 16th, 2020

Renfrew County District School Board  
1270 Pembroke St. West  
Pembroke, ON K8S 4G4

Director Buffone,

I understand that this fluid situation regarding Covid-19 is serious and everyone has been working hard to facilitate matters as smoothly and efficiently as possible. I thank you for your efforts, communication and support to date regarding my group of employees, the Elementary Occasional Teachers.

The segment of employees I represent are, however, facing additional financial hardship than the other employee groups. Occasional Teachers who are not in long-term positions and fill daily vacancies for permanent contract teachers have received just a week's notice that they will no longer have an opportunity to work during the 2 week shutdown mandated by the Ontario government, nor likely have the qualifying hours for Employment Insurance regular program requirements.

Unless a Daily Occasional Teacher worked on Friday March 13th, the day before March Break, the next date they could get paid for working is on April 6th, our tentative date of return. This pay period has a payroll date of April 23rd. That is **38 days away** from today, Monday March 16th. This is the reality for a large portion of my members that have been RCDSB employees for a significant amount of time; many of whom will be RCDSB employees for years to come and most will also move into permanent teaching positions with the Board. I am requesting that the RCDSB provide compensation to Occasional Teachers who are not being paid during the additional 2 week school closure.

Would RCDSB consider supporting all their Occasional Teacher employees with an average of the days worked in the last two pay periods, or days pre-booked during the 2 week shutdown (whichever is higher)?

I am aware the Ministry will be providing a Q & A early this week to guide Districts' decisions supporting their Occasional Employees. However, York Region District School Board has already posted the following information for daily Occasional Teachers: *For these employees we will calculate a reasonable average payment for the 2 week shutdown (i.e. Higher of i) the average two week pay earned between Jan 6-Feb 28, 2020 or ii) pre-booked days for the period March 23-April 3, 2020.)*

I am happy to work with the Board to look at fair compensation models for my employee group who currently may not receive any income during the 3 weeks until our tentative return. I will continue to advocate for and support my employee members who face confusion, fear and financial uncertainty.

I would also like to take this opportunity to thank the Board for honouring the approximately 32 pre-booked elementary jobs already inputted into the system during the 2 week shutdown.

Thank you for your consideration,

A handwritten signature in black ink, appearing to read "J. Dyer". The signature is fluid and cursive, with the first letter being a large, stylized "J".

Jamieson Dyer, President  
Renfrew Occasional Teachers ETFO Local

CC: RCDSB Executive Council  
Susan Humphries, Chairperson RCDSB