

Council Executive EMAIL MOTION re: Curtis Dixon

Email sent September 8, 2020

To: Kirk Wilson, Diana Fisher, Barb Baxter, Wayne Pease, Pat Morrison, Regan Pfaff-MacDonald

MOTION

That Council Executive approve the layoff of Curtis Dixon due to covid-19 (lack of work), effective Sep 13. Recall date to be determined by the M&P Committee. Employee and employer benefits/pension premiums will continue to be paid by Grace during the layoff period.

John Cooke / Kirk Wilson. APPROVED via email responses Sept 8, 2020

Background Information:

As you know, Curtis went on Unpaid Compassionate Care Leave on Mar 15 and he is receiving Compassionate Care EI benefits (~55% of salary). His EI benefits end on September 12, so we developed a plan to support him beyond Sep 12. I am communicating with Cassie (daughter-in-law) to ensure the plan will work for the family. I also talked to Angelica Benalcazar (HR Manager at UCC office) and Diane Blanchard (Regional Council) to ensure we consider all options and follow appropriate protocol.

Curtis went on Compassionate Leave on the assumption that Tracey would die in the near term. Since she could linger for a long time yet, we want to avoid bringing him back to full/reduced work duties only to put him on leave again. Returning to work is not a good option as we don't have sufficient work and we don't want to expose him to covid-19 risk that he then takes home to Tracey or the family. Our intent is that Curtis can stay home on unpaid leave with Tracey after Sep 12, with no additional financial hardship to him.

The recommended plan is:

Lay off Curtis due to covid-19 on Sep 13. He can apply immediately for CERB benefits. The CERB benefits should be similar to the current EI benefits. Grace will continue to pay his benefits and pension premiums. If the CERB benefits end, we have a plan B which we would bring to Council at that time.

Regional Council direction is that the Governing Body (i.e. Council/Council Executive) must approve a layoff. RC approval is not required.

Thank you for your consideration and support.

John Cooke