



Durham District School Board
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DATE: May 19, 2020
MEMO TO: All Staff
FROM: Carla Kisko, Interim Associate Director of Corporate Services
Jim Markovski, Acting Associate Director of Education – Academic Services
RE: Voluntary Redeployment Framework

As COVID-19 continues to have an effect throughout our community, the Durham District School Board (DDSBS) and its union and federation partners have come together during this pandemic to support a voluntary redeployment framework to help address staffing shortages in other sectors, such as hospitals, long-term care homes, retirement homes and other residential congregate care settings. Under the framework, employees have the opportunity to volunteer through an online provincial portal to self-identify skills/abilities, geographic location and availability.

Employees may register for voluntary temporary redeployment opportunities. If temporarily redeployed, current employment relationships shall remain unchanged, including:

- Terms of the collective agreement, including compensation, with some exceptions as circumstances require (i.e. shift assignments).
- Eligibility for the pandemic premium pay if matched to eligible institutions (e.g. long-term care homes) and working in an eligible role.
- Employees who have been redeployed may also access emergency child care, if eligible
- Our EAP program which can be accessed at www.workhealthlife.com or 1 844 880 9142 (TTY 1 877 338 0275).

Redeployment only lasts during the emergency order period. However, the employee, the school board or the receiving employer, can choose to end redeployment at any time. Occasional Teachers and Casual Workers who are not currently in an assignment are also eligible for this program.

Although the safety of our staff is always our priority, employees should know there is always a degree of risk. The school board will only agree to a deployment if the receiving employer commits to providing the appropriate:

- Safety equipment for the position and as may be recommended by the Chief Medical Officer of Health;
- Infection Control and Prevention (IPAC), training; and
- Registration, orientation and other worksite specific training.

If you are interested in volunteering for redeployment, the following are the next steps:

- Go to the following website for Broader Public Sector (BPS) Redeployment:
https://healthcloudtrialmaster-15a4d-17117fe91a8.force.com/matchingportal/s/?language=en_US
- Select “Register” under Individuals on the left-hand side, then select “Register” again at the bottom of the page. This will take you to a registration form;
- Once you register you will be sent an email to complete the registration and complete your availability;
- The School board will be contacted to confirm volunteers can be made available for redeployment
- If a match is made, you will be contacted by receiving employer or Ontario Health to confirm interest.

Only then will you enter into an agreement with the Receiving Employer, which will be shared with the school board and the union.

There is no guarantee that you will be matched. Under this voluntary redeployment strategy there is no expectation nor adverse consequences if you decide not to volunteer. Furthermore, this arrangement is not intended to interfere with employees who are currently supporting distance learning. Redeployment is a personal decision and may not be the right choice for you, but for those that are willing, there is urgent need for your help and assistance with some of our most vulnerable population in these unprecedented times.

Thank you for taking the time to consider this opportunity to help in our community. If you have questions, please see the Frequently Asked Questions document ([Voluntary Redeployment FAQ](#)) which has been prepared and will continue to be updated as more information is known. You may also contact your union representatives for additional information.