



Commission scolaire English-Montréal

English Montreal School Board

OFFICE OF THE DIRECTOR GENERAL

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MEMO

Saturday, April 11, 2020

To: All EMSB Employees

From: AM Matheson, Director General

RE: Health Minister's Decree (Attached) 2020-019 dated April 10, 2020

Good afternoon,

I apologize for interrupting your long weekend, but I have some important news to share with you – news that you will surely hear about in the media. So I thought it important to write to you myself, to share what I know at this juncture.

The Directorate has been informed that Health Minister, Mme Danielle McCann, signed a new Ministerial Order on April 10th that in essence, allows employees in the Education sector to be deployed to work in the Health sector, where necessary.

This new Order is specific to the employees of School Boards and CEGEPS and applies to all categories of School Board employees – Executive Management (Hors Cadre), Senior Management, Managers, Administrators and unionized employees.

I have attached the Ministerial Order in both English and French for your reference. This memo will also be translated shortly and placed on our website. I thank you for your patience.

After reading the Order, you are likely to have questions, but I must inform you that we have only limited information at this time. But I promise that as we know more, you will be informed.

What we know right now:

- The EMSB could be called upon to deploy employees to help in the Health sector, but we have not been contacted yet. School Boards in areas / regions where support and reinforcements are needed most will be contacted first.

- Deployment will take place progressively and there will be some training provided. This deployment from Education to the Health sector is like a 'loan of service'.
- The EMSB will continue to be the employer of any persons on loan of service to the Health sector.
- School Boards will continue to be responsible for paying their employees on loan of service (regular hours plus any extra hours completed while on loan of service).
- All Health sector premiums would apply to Education employees on loan of service.
- EMSB employees will continue to accumulate seniority, vacation days or other benefits based on what they would usually work at the EMSB.
- While on loan of service, EMSB employees may apply for jobs that become available at the EMSB (take part in staffing process for teachers, etc.)
- The EMSB must maintain its own essential services even if called upon to help in the Health sector – including, but not limited to our emergency daycares, payroll, bill payments, academic and psycho-social supports to students, etc. The Minister of Education has the final say on who is an essential service employee.
- The provincial unions were informed about this Ministerial Order by Ministry personnel. Our Director of HR has informed all EMSB union Presidents.

Thoughts to Consider

It is important to remember that the EMSB has not yet been called upon. But as the largest English School Board in Montreal, it is quite possible that we will be called upon to help our colleagues in the Health sector. And if we are, then we will rise to the occasion.

We all have families and we all have worries and concerns about what helping in the Health sector could mean. So I write today, instead of waiting until next week, to give you some time to consider this new information.

We are public servants; but far more than that, by virtue of the careers we chose, **we are community leaders** - all of us! And like generations before us, who showed moral and physical courage in the face of other challenges, we may be called upon to be courageous ourselves. It may be our turn.

As I conclude, I leave you with a quote by Mark Twain, who said: *Courage is resistance to fear, mastery of fear, not the absence of fear.* I certainly think he's right and his words encourage me. I hope they encourage you too.

We will keep you informed if things change. For now, please enjoy your long weekend!