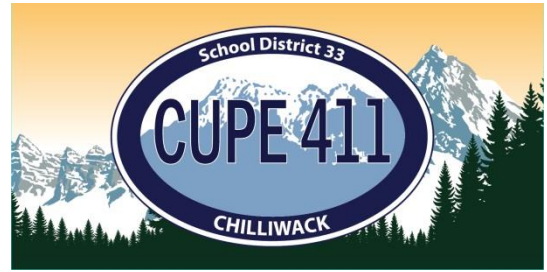


QUICK FACTS

FEBRUARY 2020



CUPE Six

Question: “What is CUPE Six?”

Answer: “CUPE Six is the mechanism by which members report their absence due to illness or injury in excess of five (5) working days.”

Question: “Do I have to report my absence on the sixth day?”

Answer: “YES, all members absent for more than five (5) working days must report using the [District’s on-line web submission](#) form.”

The Employer is only legally entitled to know the following information:

1. That you are off work due to illness or injury,
2. That you are under the care of a medical practitioner, and
3. The time frame in which you will be absent from work.

The Employer may send you their “Medical Certificate” and the Union wants to ensure that you **DO NOT** provide the following information;

- a) A diagnosis (i.e. broken leg, depression, alcohol addiction, etc.),
- b) Specifics (i.e. currently enrolled in a psychiatric facility) as to why you cannot perform your duties, and
- c) What your course of treatment is (i.e. prescription medications, counselling, rehab, etc..).

It is also important to note that your immediate supervisors are never to be in receipt of any medical documentation, nor are they permitted to ask you why you are off work if you are suffering from an illness and/or injury; unless of course this is do to a work place incident. The Human Resources department should be the only ones that receive such paperwork to ensure it’s confidentially.

The Union is asking all its members to contact a member of the Executive if you have been off work for five (5) days or if you anticipate being off work due to illness/injury. We want to make sure you have accurate information on how to proceed through the various processes thus ensuring your right to privacy, in so far as your medical condition/treatment is concerned.

“It’s better to lose one minute in life than lose one life in a minute”

