



## MEMO

To: All Ongwanada Staff

From: Shannon Pierce

Date: August 21, 2024.

Re: Redeployment – Staffing Need Follow Up

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The employer has been redeploying staff where immediate need is required for a number of months now as per Management Rights (Article 2 of the CA). When you are redeployed you are helping a team member who is stuck after their shift has ended with no staff to relieve them. If you are unfamiliar with the Community Residence you will be orientated by the staff member you will be relieving or the Supervisor / After Hours Supervisor of the home. If you feel uncomfortable with certain skills you can reach out to Karrie Card our Nurse Educator. Redeployment is a good thing that ensures our continued quality care for our persons served and helps our team as a whole.

We are seeing a considerable number of staff refusing to redeploy. If you refuse to redeploy you will be issued a Letter of Counsel, if you continue to refuse to redeploy the process for progressive discipline will be followed.

Thank you for your attention in this matter.