

Subject: Update on #SheridanHelps, Continuity of Pay

Date: Wednesday, April 1, 2020

To: Sheridan staff

Colleagues:

As I shared with you on March 27, our teams have been hard at work developing concrete ways to support students who are experiencing financial hardship as a consequence of the pandemic.

Effective immediately, Sheridan students are able to [apply](#) to the **COVID-19 Emergency Financial Aid Bursary**, kickstarted with an initial sum of \$1M provided by unrestricted donor support and funding from the Provincial government, which was generously announced yesterday.

Students – both domestic and international - will be eligible to receive up to \$1,500 to assist them in addressing immediate needs such as paying for food and housing as they cope with the loss of part-time jobs. Others may lack access to technology, software or the Internet – especially with public libraries and campuses closed – in order to participate in remote learning. The fund may also be used to assist students to offset expenses related to traveling home.

Members of Sheridan’s Board of Governors and the Executive Team have already donated to support this fund. Anyone internal or external to Sheridan who is interested in making a financial contribution may do so by visiting this [link](#).

#SheridanHelps in our communities

Sheridan is also rallying its resources and staff to support the [Ontario Together](#) initiative, our communities and those on the front-lines of the pandemic.

Personal protective equipment and materials from Sheridan’s health and technology programs, and our temporarily shuttered Health Care Centres, was donated today to the joint stores of Trillium Health Partners and the William Osler Health System. Among the donated products were several thousands of pairs of gloves, hundreds of masks and gowns, face shields, safety glasses, sanitizers and particulate respirators. The total value of the goods donated today is estimated at \$52,000.

Sheridan’s Centre for Advanced Manufacturing and Design Technologies (CAMDT) -- a primary source of leading edge manufacturing expertise and equipment, including 3D printers, a robotics lab and other advanced technologies – is exploring how its resources can be utilized by industry partners to meet resource shortfalls such as medical equipment. Whatever we do in this regard will respect critical social distancing efforts and strict cleaning protocols to safeguard people’s well-being.

Sheridan also recognizes that the continuation of the pandemic may necessitate the use of our parking lots and buildings to support emergency measures. We are proactively investigating how we might support this future possibility.

Recognizing that Sheridan’s employees and students have strong ties to our communities and that many want to donate their time during this crisis, we are sharing key community contacts in Halton and Peel who are coordinating volunteer efforts. Sheridan is also providing employees with the names of social service agencies who are seeking donations of food items to assist the most vulnerable. These resources will be added soon to Sheridan’s dedicated [COVID-19 response microsite](#). Through these means, Sheridan is living out its mandate

as an anchor institution in the community, connecting people and programs for social good.

Our faculty and leaders are also sharing their advice and expertise by providing tips for both [managers](#) and [employees](#) who are working from home and highlighting the [vital role](#) that childcare workers play in this crisis. On social media, our alumni can be found providing [free tutorials on drawing](#) for children, free [concerts for children](#) or by [leading story time sessions](#) online featuring books they have written or illustrated.

Ideas and offers of assistance in support of our community building efforts can be sent to sheridanhelpt@sheridancollege.ca.

Continuity of Pay for part-time and temporary employees

We are extending our commitment to pay continuity for part-time and temporary employees from April 5 to May 1 or the end of an individual's contract, whichever occurs first. Critical part-time support staff or temporary full-time contracts which are expiring will require approval from the relevant member of the President's executive team before being extended or renewed. The prospect of ending contracts is unpleasant and certainly not something we're used to at Sheridan. Please know that our efforts are centred on making decisions that balance the interests of employees, students and our institution.

Overall Fiscal Picture

You're already aware that we've instituted cost saving measures such as the temporary freeze on professional development, travel and new requests for tuition reimbursement. Fortunately, we're in a sound financial position overall. However, we must be fiscally prudent in the weeks and months ahead while we assess and model the long-term impact of this emergency. I remain committed to open and regular communication, particularly with regards to sustaining Sheridan's solid financial position. Please rest assured that our goal is to do whatever we can to maintain employment and income security for as many colleagues as possible, for as long as possible.

Colleagues: this pandemic continues to challenge us in unexpected ways and cause great hardship for people we care about. The only antidote, in my view, is fostering a sense of community and a renewed, reimagined sense of connectedness. Thank you for continuing to inspire me on both fronts.

Warmly,

Janet Morrison

President and Vice Chancellor