

Employer Questionnaire

Employee Name: Steffany Meekis-Fiddler

Policy no. 59086

Certificate no.: 0063468901

We've been notified of your employee's medical leave of absence. In order to help the Disability Claims Specialist understand your employee's needs and provide the appropriate resources to facilitate their return to work, we require some additional information from you. Please complete the following questions below and return this form to CINUP as soon as possible. Please note that the information you provide to CINUP/Desjardins is confidential and will not be shared with your employee.

1. Please confirm employee's last physical date worked?

2022 / 04 / 14
Year/Month/Day

2. Were changes made to the job duties/workload/location/environment prior to the current absence? If not, are such changes expected in the near future?

There were no changes made in duties. Steffany remains working remote from her community.
Delivery of services were and are ever changing due to COVID over the past 2 years. There may have been
some changes in type of victims Steffany has had to work with. There is no anticipated changes expected.
However, as with all our positions, our organization is still working with the courts on what it our post-covid
services will look like.

3. Did you notice any change in their performance or attendance prior to their last day of work? Was this situation discussed with them? What was the employee's reaction?

Steffany began to reach out to her manager to discuss how she felt (attached in emails). She was provided
support resources and instructed to reach out to for medical support. Steffany shared multiple crisis event with in her
manager. These consisted of suicides, murders, and other acts of violence in her community that has increased
over the past few months. She also shared her struggle with dealing with the mental stress it was causing her.
Steffany then reached out to a medical support person to get assistance.

4. Were there any workplace conflicts or disciplinary action taken in the past few months? If so, please explain.

There were no disciplinary actions taken against Steffany over the past few months.

5. Upon receiving medical clearance, if the employee requires a workplace accommodation such as light duties or partial hours, can you accommodate?

Currently, Steffany's position requires her to assist and support victims of violence. With my knowledge of Steffany's current mental health state, it is my recommendation that she not be put into circumstances where she would have to provide clients support when she herself is struggling with her mental health. There are no light duties for this position.

6. Do you have any concerns with regards to this claim or is there any other information you would like considered when the claim is reviewed?

I have no concerns with regards to this claim.

Steffany shared her trauma with her manager and is clearly effected by the amount of crisis in her community and family. Steffany is a victim support worker who's job is to support and advocate for her clients whom are victims. Clients who have been victims to horrendous crimes. Steffany's position requires her to be mentally stable, and emotionally well enough to provide guidance and support to the victims. Steffany did follow the recommendations from her manager and did seek medical support within her community. Steffany cannot be expected to provide victim support to clients when she too is in crisis. Therefore, in the best interest of Steffany's mental health, Steffany should follow the medical recommendation of her healthcare provider. Therefore, I ask you please reconsider your decision to decline Steffany of her short term disability benefit based on the additional information I have provided. SUPPORTING EMAILS ATTACHED.

Colette Shwetz

Human Resources Manager

Name of authorized person

Title



June 7, 2022

Signature

Date

Colette Shwetz

From: Ann Hiller
Sent: May 26, 2022 9:47 AM
To: Colette Shwetz
Subject: Steffany M-F

Good morning Colette

I had sent an email to Steffany on April 12, 2022 to call me. She called me & she started talking about the homicide & suicides in a neighbouring community. She was not doing well & said it was her friends that committed suicide & she said she was feeling the same way. I bluntly asked her if she was suicidal & she confirmed she was. I told her we have EAP if she wanted to talk & we also have NAN Hope. I told her she should go get medical help. I also advised her if she needed to take time for herself I could call Colette as to what she would need to do. She said ok, I told her I would call her right back.

I called Colette & advised her what was going on & I further sent emails to Steffany about NAN Hope & called her back, I thanked her very much to reaching out & told her she's not alone. I told her I'm available to talk anytime.

Ann

I am also forwarding emails I sent to her.

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Colette Shwetz

From: Ann Hiller
Sent: May 26, 2022 9:47 AM
To: Colette Shwetz
Subject: FW: Call me

Hi Colette

This initiated the conversation.,

Ann

From: Ann Hiller
Sent: April 12, 2022 3:41 PM
To: Steffany Fiddler <sfiddler@nanlegal.on.ca>
Subject: Call me

738-2038

Ann

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Colette Shwetz

From: Ann Hiller
Sent: May 26, 2022 9:48 AM
To: Colette Shwetz
Subject: FW: EAP and NAN HOPE
Attachments: 20210823_CINUP EAP Pamphlets.pdf; NAN-HOPE-Brochure-Sept-8.pdf

From: Ann Hiller
Sent: April 12, 2022 4:47 PM
To: Steffany Fiddler <sfiddler@nanlegal.on.ca>
Subject: FW: EAP and NAN HOPE

Hi Steffany

As per conversation,...and also go to the nursing station and advise them how you have been feeling & see what they recommend. If you require time off , the new fiscal year balances have kicked in so you have Vac & Sick time. Ask them to provide you a note. If you have any questions do not hesitate to contact me or Colette. I am so sorry to hear of your loss & my condolences to you & the families.

Take care

Ann

From: Colette Shwetz <cshwetz@nanlegal.on.ca>
Sent: April 12, 2022 4:31 PM
To: Ann Hiller <ahiller@nanlegal.on.ca>
Subject: EAP and NAN HOPE

Thanks,

Colette Shwetz
HR Manager



Nishnawbe-Aski Legal Services Corporation

1805 Arthur St. E,
Thunder Bay, ON
P7E 5E6

Phone: 1-807-622-1413 Ext 7714

Cell: 807-633-8158

Email: cshwetz@nanlegal.on.ca

Confidentiality/Privacy Statement:

Colette Shwetz

From: Ann Hiller
Sent: May 26, 2022 9:48 AM
To: Colette Shwetz
Subject: FW: Our conversation yesterday

From: Ann Hiller
Sent: April 13, 2022 1:20 PM
To: Steffany Fiddler <sfiddler@nanlegal.on.ca>
Subject: Our conversation yesterday

Hi Steffany,

Just checking to see how you are doing? Were you able to to see the nurse at the nursing stn? I'm hoping you are doing ok.

Thanks

Ann

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Colette Shwetz

From: Ann Hiller
Sent: May 26, 2022 9:48 AM
To: Colette Shwetz
Subject: FW: Our conversation yesterday

From: Ann Hiller <ahiller@nanlegal.on.ca>
Sent: April 13, 2022 9:32 PM
To: Steffany Fiddler <sfiddler@nanlegal.on.ca>
Subject: Re: Our conversation yesterday

Ok I hope you are doing ok.

Ann

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From: Steffany Fiddler <sfiddler@nanlegal.on.ca>
Sent: Wednesday, April 13, 2022 6:39:20 PM
To: Ann Hiller <ahiller@nanlegal.on.ca>
Subject: Re: Our conversation yesterday

Finally have an appt tmrw.

Took them a bit to call me back.

Steffany Fiddler
Victim Witness Liaison
Nan Legal

From: Ann Hiller <ahiller@nanlegal.on.ca>
Sent: Wednesday, April 13, 2022 12:19:54 PM
To: Steffany Fiddler <sfiddler@nanlegal.on.ca>
Subject: Our conversation yesterday

Hi Steffany,

Just checking to see how you are doing? Were you able to to see the nurse at the nursing stn? I'm hoping you are doing ok.

Thanks

Ann

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