

## **A Message from our Local 273 President**

The Union has been in contact with the hospital continuously as things are changing daily with Covid-19.

Members are concerned and want to know how this affects them.

1. Rescinding language: I was asked if we could abandon the rescinding language for the time being, I agreed. As of now there is no rescinding language. Members can rescind vacation whether quota has been met or not, within 30 days etc. Unfortunately, communication to managers has not been great. If you hear about an issue, please let the manager know there are no rescinding rules and let Sandy know. I think the best way to communicate this to managers is through their Business Partners.
2. We have had some redeployments already. The Hospital has agreed to keep people whole for the time being, people with incumbent hours will receive their hours, wages will be the same.
  - a. The mobile coach is off the road: Those people, we have 1 member have been redeployed to be screeners at the JHCC.
  - b. ABI Community: Those people work in the community with acquired brain injury clients. They are being deployed in three places, admin work, screeners and filling shifts on 3BN and 3BS. Obviously, some of those assignments are better than others, which they were worried about. I suggested they rotate through all three areas.
  - c. Ron Joyce: The building is closed. No one is working with clients. We have Behaviour Therapists working in 3 areas out of the Ron Joyce building. Those people were told originally to work from home doing tasks they never have time for when things are up and running. They were told yesterday that today is a going to be a day without pay and then there are going to be deployed to other areas needing help.

I am working with the Labour Relations Specialist assigned to communicate COVID 19 information to the Unions about the day off.

- d. BAC: Kathie's group as stopped screening. They are helping where needed already.
3. Kronos Terminals: Biometrics will be disabled as of today. No more finger printing just scan with your ID badge.
4. International travel: Believe it or not this has been very confusing. Some members that returned from international travel Monday and presented to EHS were told; great you can go to work. Other members were called by their managers to stay at home for 14 days. Dr. Wes Stephens that said leave the workplace immediately for anyone that has travelled internationally and came back after March 5.
5. We are waiting for an update today on pregnant/immune compromised/over 65 staff.
6. EHS: The doors are closed. They found that too many people were walking in. They excessive amounts of people now pulled to answer the emails and the hotline. They couldn't keep the 6' distance anymore so they locked the doors.
7. Elevators and screening patients: People are concerned that people get too close in both screening and elevators. There was talk yesterday about taping off squares that people had to stand in so not to be within 6' of each other. Also have security limit the people on elevators.
8. This one is probably the second asked question. Childcare! While schools and daycares are closed the Hospital will support any childcare or elder care obligations our members might have. The time will be unpaid, members can also use vacation or lieu credits. A memo will be coming out they are just working on the language. They need to identify as having issues with finding someone to care for the children/family member. I am working with the HR Business Partners to again let managers know before the announcement.
9. One Fertility: Today is their last day for a while. This is very sad as everyone is officially laid off as of today.

10. LMM: no one knows if we will be having this yet. Stayed tuned.
11. Grievances: Labour Relations told all the unions that due to the pandemic all timelines will be suspended. We do not have to follow the 9 or 14 day rule to file, we should not expect a response in 9 days and the timelines for referring to arb will also be suspended. I agreed in part. I did not agree to suspend any timelines if it involved a termination. The Hospital agreed.

All of the unions have been asking questions all week. I find that the questions get taken very seriously. You might not get an answer immediately but it goes up the chain of command then someone gets back to us. We asked the questions about the terminals, child care obligations, pregnant members working in aerosol generating situations. Please bring forward any questions you might get. We can work on a response.