



**COVID-19 PANDEMIC:  
Limiting Health Care Workers  
To One Facility**

May 7, 2020

The National Union of Public and General Employees (NUPGE) is a family of 11 Component and 3 affiliate unions. Taken together we are one of the largest unions in Canada. Most of our 390,000 members work to deliver public services of every kind to the citizens of their home provinces. We also have a large and growing number of members who work for private businesses.

Larry Brown, President

Bert Blundon, Secretary-Treasurer

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**British Columbia**

Arrangement	Information, Directive, or Agreement
<p>Staff (employees, contract workers, and volunteers) in long-term care facilities and private hospitals will be limited to working in a single facility.</p> <p>The order does not apply to dietitians, laboratory technicians, nurse practitioners, paramedics, pharmacists, physicians, resident physicians or any other class of person who are exempted by the medical health officer and who provide visiting services at the facility.</p> <p>Facilities may seek approval from the medical health officer to permit a staff member to work in more than one facility, if unable to ensure adequate staffing levels in a facility as a result of complying with the direction of the medical health officer.</p> <p>Facilities must not terminate the employment of, or otherwise penalize staff, and must preserve all benefits coverage and other perquisites for staff, who comply with the direction.</p>	<p><a href="#"><u>Order of the Provincial Health Officer: Long Term Care Facility Staff Movement Limitation - March 27</u></a></p>
<p>Details for staff assignment</p>	<p><a href="#"><u>Order of the Provincial Health Officer: Facility Staff Assignment Order - April 15</u></a></p>

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<p>Workers at long-term care homes will be paid at the same rate and hired full-time under central coordination of the provincial Public Health Officer for 6 months.</p> <p>All workers will be reportedly be paid the same wages as those in collective agreements with public facilities, amounting to \$7 per hour more than many private facilities. (April 1)</p>	<p><a href="#"><u>B.C. health officer takes over nursing-home staffing as coronavirus spread - <i>Globe and Mail</i>, March 31</u></a></p> <p><a href="#"><u>BC Boosts Pay for Long-Term Care Workers amidst COVID-19 - <i>The Tyee</i>, April 1</u></a></p> <p><a href="#"><u>Three new COVID-19 deaths in B.C. at care homes, uniform wage agreement reached for staff - <i>CityNews</i>, April 14</u></a></p>
<p>Labour Adjustment Terms agreed to by the employers and unions, including:</p> <ul style="list-style-type: none"> <li>- Wage rates: All employees limited to working at a single worksite under the Single Site Order are to receive hourly wages equivalent to the applicable HEABC collective agreement for the duration of the single worksite restriction period.</li> <li>- Increment steps: Where an employee who works at multiple worksites and is restricted by the Single Site Order to work at one worksite, the employee will be paid the highest increment step he or she receives working at another worksite.</li> <li>- Employees will retain at least their combined FTE.</li> <li>- Employment and benefits continuance.</li> </ul>	<p><a href="#"><u>Order of the Minister of Public Safety and Solicitor General - <i>Emergency Program Act</i> - April 10</u></a></p>

Arrangement	Information, Directive, or Agreement
<p>\$5 million allowance fund negotiated for health science professionals.</p> <p>It applies to those who work in direct patient care and who are not able to physically distance from patients, or who work with material or samples that may be infectious.</p> <p>It will supplement straight time earnings by \$4 per hour for the month of April. The fund will be administered by the unions.</p>	<p><a href="#"><u>\$5M Allowance Fund Negotiated for Health Science Professionals - HSABC, April 25</u></a></p>

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**Alberta**

<b>Arrangement</b>	<b>Information, Directive, or Agreement</b>
<p>Alberta Health Services: Staff are asked to work at only one site per day, but are allowed to move between sites and employers on different days. With the exception that if there is an outbreak at a site, staff would be restricted to work only at that site.</p> <p>Cohorting of COVID-19 probable and confirmed patients in acute care is required. Cohorting is being determined by each site in consultation with Infection Prevention and Control (based on capacity, design, and patient population, but following AHS guidelines. (Updated April 16)</p>	<p><a href="#">Alberta Health Services: FAQs - Staff</a></p>
<p>Continuing care: Workers in long-term care and supportive living sites are only be allowed to work at one site in an effort to reduce the spread between locations.</p> <p>Ministerial Order signed by the Minister of Labour and Immigration to protect and provide flexibility to workers and employers. The Government is considering financial supports for health care aids and facility operators to minimize the impacts of the change (details to come).</p>	<p><a href="#">Update 28: COVID-19 pandemic in Alberta - April 10</a></p> <p><a href="#">Protecting residents at congregate care facilities</a></p> <p><a href="#">Ministerial Order</a></p> <p><a href="#">Updated Order of the Chief Medical Officer of Health - April 29</a></p>

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**Saskatchewan**

Arrangement	Information, Directive, or Agreement
<p>Chief Medical Health Officer’s public health order has been updated to include: As of April 28, staff in long-term care and personal care homes can only work in one facility.</p> <p>A care home may seek approval from a medical health officer to permit staff to work in more than one facility if they are unable to ensure adequate staffing levels as a result of complying with the order.</p>	<p><a href="#">Public Health Order: The Chief Medical Health Officer of Saskatchewan has issued a Public Health Order to help control transmission of COVID-19 (April 17, 2020)</a></p> <p><a href="#">A Message for Employees on Cohorting</a></p>
<p>Temporary wage supplement for those who work with vulnerable citizens, including those who work in seniors’ care facilities.</p> <p>\$400 benefit per month for up to 16 weeks (March 15 to July 4) via cost-share with the federal government.</p> <p>Eligible workers: those who earn less than \$2,500 per month and are employed at senior care facilities, including private homes and home care; licensed child care facilities; group homes run by community-based organizations; and emergency shelters and transition shelters. This includes both full-time and part-time workers, from caregivers to cooks and cleaners.</p>	<p><a href="#">News release: Temporary Wage Supplement for Lower Income Essential Workers For Vulnerable Citizens - April 30</a></p>

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**Manitoba**

<b>Arrangement</b>	<b>Information, Directive, or Agreement</b>
<p>Effective May 1, staff (employees, contracted workers, and volunteers) are limited to working at a single personal care home (PCH), unless the chief provincial public health officer has authorized the operator to use staff who work at another PCH.</p> <p>The orders apply to employees of all licensed PCHs, including nursing and support staff. The order does not apply to: dietitians; lab technicians; nurse practitioners; paramedics; pharmacists; physicians; other health care professionals who visit PCH, such as physiotherapists and occupational therapists; social workers; spiritual care providers; information and communication technology staff; administrative and clerical staff; maintenance and trades staff; clinical engineering staff.</p> <p>Staff who work at more than one facility will likely be placed at the PCH where they have the highest EFT position, subject to operational requirements and ensuring baseline staffing.</p> <p>The orders do not restrict staff from holding another job outside of PCH. Staff can continue to work in both a PCH and an acute care facility.</p> <p>Work is ongoing to establish standardized wage rates.</p>	<p><a href="#">Public Health Orders Restricting Staff Movement at Personal Care Homes - April 29</a></p> <p><a href="#">Single Site Licensed Personal Care Home (PCH) Staffing Model FAQs - April 29</a></p>



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**Ontario**

Arrangement	Information, Directive, or Agreement
<p>Emergency order directing long-term care workers, including RNs, RPNs, PSWs, kitchen and cleaning staff, to only work in a single site. This means employees cannot work in multiple locations such as a retirement home or other health care setting. As a result of this order, long-term care workers who must temporarily give up a job in another care setting are protected from losing their job as they are entitled to an unpaid leave of absence.</p> <p>To help make up lost wages, the government encourages employers to offer full-time hours to part-time employees during COVID-19. The government is offering emergency funds to long-term care homes to cover the cost of increased hours.</p>	<p><a href="#">News release: Ontario Ramping Up Protection for Long-Term Care Residents - April 15</a></p>
<p>Redeploying staff from hospitals, home care, and community care to support the long-term care workforce and respond to outbreaks, alongside on-going recruitment initiatives.</p>	<p><i>ibid.</i></p>

Arrangement	Information, Directive, or Agreement
<p>New and amended emergency orders:</p> <ul style="list-style-type: none"> <li>- Allow health service providers, including hospitals, to temporarily reassign frontline staff to provide services and supports in long-term care homes</li> <li>- Provide flexibility to service providers and employers in the intervenor services sector, allowing temporary authority to redirect staff to carry out essential tasks to support people with combined loss of hearing and vision</li> </ul>	<p><a href="#">News release: Ontario Allows the Redeployment of Staff to Better Care for Vulnerable People During COVID-19 - April 25</a></p>
<p>Providing temporary “pandemic pay” top-up of \$4 per hour (on top of existing hourly wages), regardless of hourly wage, for frontline workers. Employees working over 100 hours per month would receive lump sum payments of \$250 per month for the next 4 months.</p> <p>Eligible staff include those working in long-term care homes, retirement homes, emergency shelters, supportive housing, congregate care settings, and those providing home and community care and some staff in hospitals</p>	<p><a href="#">Backgrounder: Pandemic Pay Provides Support for Frontline Workers Fighting COVID-19 - April 15</a></p> <ul style="list-style-type: none"> <li>- Lists eligible workplaces and workers</li> </ul>

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**Quebec**

<b>Arrangement</b>	<b>Information, Directive, or Agreement</b>
<p>Incentive Program to Retain Essential Workers (IPREW): - \$100 weekly benefit for low-income earners working full-time or part-time in the essential services. The benefit will be paid retroactive to March 15 for a maximum of 16 weeks. Applicants must work in a sector declared essential during the period, earn a gross salary of \$550 per week or less, and have annual employment earnings of at least \$5,000 and a total annual income of \$28,600 or less.</p> <p>This is in addition to a temporary hourly increase of \$4 in the wages of orderlies in the private sector.</p>	<p><a href="#">News release: COVID-19 pandemic - Low-income workers in essential sectors will receive \$100 per week - April 3</a></p> <p><a href="#">Incentive Program to Retain Essential Workers (IPREW) - April 3</a></p>

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**Nova Scotia**

Arrangement	Information, Directive, or Agreement
<p>Cohorting of staff and residents in long-term care facilities: Whether staff can work between outbreak and non-outbreak facilities will be determined by Public Health.</p> <p>If dedicated staff for sick residents is not available, staff must first work with the well/asymptomatic and then move on to care for the ill/symptomatic and avoid movement between floors and units where possible.</p> <p>For facilities experiencing critical staffing issues as a result of a COVID-19 outbreak, the following approach is supported in consultation with Public Health:</p> <ul style="list-style-type: none"> <li>- Cohorting of staff/staffing assignments must be reviewed to maximize the utilization of existing staff. Ensure, as much as possible, that unexposed staff work with unexposed residents, etc.</li> <li>- As a second measure, exposed staff may continue to work under “work quarantine/work isolation” measures described in the directive.</li> <li>- As a last resort, external staff may be redeployed to work in the facility, with strict attention given to cohorting. They may continue to work in their home facilities. Staff who have recovered from COVID, if available, should be prioritized to work.</li> </ul>	<p><a href="#"><u>COVID-19 Management in Long-Term Care Facilities: Directive Under the Authority of the Chief Medical Officer of Health - April 6 (Revised April 17)</u></a></p> <p><a href="#"><u>Voluntary Redeployment within Long-Term Care - NSGEU, March 31</u></a></p> <p><a href="#"><u>Department of Health and Wellness Seeks CCA, LPN &amp; RN Volunteers for Northwood Manor - NSGEU, April 19</u></a></p>

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**Prince Edward Island**

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<p>If there is a COVID-19 case in a long-term care facility, staff who are employed in more than one LTC facility should not move from a COVID-19 facility to a non-COVID-19 site.</p> <p>Facility management must identify all staff who work in more than one location (e. g., other LTC facilities, acute care, community care) and ensure efforts are made to prevent this where possible, to limit spread between facilities and to inform investigations during an outbreak.</p> <p>Staff allocation during an outbreak:</p> <ul style="list-style-type: none"> <li>- Staff should be dedicated to working in one LTC facility</li> <li>- Cohort staff when possible</li> <li>- If dedicated staff for ill residents is not available, staff should first work with the well residents, then move on to care for ill residents. Movement between floors and units should be avoided where possible</li> <li>- Staff working in a facility experiencing an outbreak may not work in facilities that do not have an outbreak.</li> <li>- Staff who have recovered from COVID-19 may work and should be prioritized to work in facilities experiencing an outbreak</li> </ul>	<p><a href="#">Prince Edward Island Guidelines for the Management and Control of COVID-19 in Long Term Care Facilities - April 15</a></p> <p><a href="#">Some P.E.I. long-term care facilities restrict employees to working in one home - CBC News, April 19</a></p>

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**Newfoundland and Labrador**

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Long-term care workers can now, only work at a single site and must continue working there to the exclusion of other sites for the duration of the pandemic.	<a href="#">CBC News</a>

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**Federal Government**

Arrangement	Information, Directive, or Agreement
<p>The federal government is looking at topping up wages of critical service workers, including long-term care workers, who make less than \$2,500 per month.</p> <p>The government will work with provinces and territories through a new transfer to cost-share a temporary top-up to the salaries of workers deemed essential in the fight against COVID-19, who make less than \$2,500 a month. Details as to the application and delivery of the measures will be released shortly following further work with provinces and territories.</p>	<p><a href="#">News release: Prime Minister announces expanded access to Canada Emergency Response Benefit and support for essential workers - April 15</a></p>
<p>Agreement reached with all provinces and territories to top up wages of essential workers. Final details to come.</p> <p>Provinces and territories will decide which workers will qualify and how much support they receive.</p> <p>The federal government will contribute \$3 billion to make up 75% of the top up, with provinces/territories covering 25% (\$1 billion in total).</p>	<p><a href="#">News release: Prime Minister announces agreements to boost wages for essential workers - May 7</a></p> <p><a href="#">Ottawa, provinces and territories reach \$4B deal to boost essential workers' pay - CBC News, May 7</a></p>



**national  
union**

***NATIONAL UNION OF PUBLIC AND GENERAL EMPLOYEES***

B. C. Government and Service Employees' Union  
Health Sciences Association of British Columbia  
Health Sciences Association of Alberta  
Saskatchewan Government and General Employees' Union  
Manitoba Government and General Employees' Union  
Ontario Public Service Employees Union  
Canadian Union of Brewery and General Workers  
New Brunswick Union of Public and Private Employees  
Nova Scotia Government and General Employees Union  
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**NUPGE** is an affiliate of the **Canadian Labour Congress** and a member of the **Public Services International**

