



**COVID-19  
EMPLOYMENT-RELATED  
EMERGENCY MEASURES**

July 16, 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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**COVID-19 Pandemic: Employment-related emergency measures:  
Federal government**

<b>Employer or Sector</b>	<b>Directives and Arrangements</b>	<b>Sources</b>
Essential workers	<p>Federal government has reached agreements with provinces and territories to cost share wage top-ups for essential workers during the pandemic.</p> <p>Federal government will provide up to \$3 billion in support, with the provinces contributing \$1 billion.</p> <p>Each province/territory will determine which workers will be eligible and how much they will receive.</p>	<p><a href="https://pm.gc.ca/en/news/news-releases/2020/05/07/prime-minister-announces-agreements-boost-wages-essential-workers">https://pm.gc.ca/en/news/news-releases/2020/05/07/prime-minister-announces-agreements-boost-wages-essential-workers</a></p> <p><a href="https://www.cbc.ca/news/politics/essential-worker-pay-boost-1.5559332">https://www.cbc.ca/news/politics/essential-worker-pay-boost-1.5559332</a></p>
General	Encouraging the provinces to bring in 10 days of paid sick leave for workers	<p><a href="https://www.cbc.ca/news/politics/debate-continues-over-monday-return-to-parliament-1.5582850">https://www.cbc.ca/news/politics/debate-continues-over-monday-return-to-parliament-1.5582850</a></p>
Public service	Return-to-work plan released. The return will be gradual and determined by individual departments (e.g., identifying who are “critical” workers, who needs to be in the office, and when they could return). Most workers could be working from home for the foreseeable future, with the possibility some will do so permanently.	<p><a href="https://www.cbc.ca/news/canada/ottawa/public-service-canada-covid-19-office-1.5621975">https://www.cbc.ca/news/canada/ottawa/public-service-canada-covid-19-office-1.5621975</a></p>

**COVID-19 Pandemic: Employment-related emergency measures:  
British Columbia**

<b>Employer or Sector</b>	<b>Directives and Arrangements</b>	<b>Sources</b>
General	<ul style="list-style-type: none"> <li>- Of the \$5.5 billion relief plan, \$1.1 billion is dedicated to income support. The Emergency Benefit for Workers is a one-time payment of \$1,000 to people who have been laid off, those who are sick or quarantined, and those who need to stay home to care for children or family members (both those eligible for EI and not eligible for EI can apply).</li> </ul>	<a href="https://www.cbc.ca/news/canada/british-columbia/covid-19-bc-premier-john-horgan-update-march-23-1.5506942">https://www.cbc.ca/news/canada/british-columbia/covid-19-bc-premier-john-horgan-update-march-23-1.5506942</a>
	<ul style="list-style-type: none"> <li>- Amendments to the <i>Employment Standards Act</i> passed March 23 will prevent employers from firing workers who have to take unpaid leave because they are sick, need to self-isolate, or have to care for a child who is ill.</li> <li>- Changes are retroactive to Jan. 27.</li> </ul>	<a href="https://www.cbc.ca/news/canada/british-columbia/coronavirus-update-bc-what-you-need-to-know-march-23-1.5506365">https://www.cbc.ca/news/canada/british-columbia/coronavirus-update-bc-what-you-need-to-know-march-23-1.5506365</a>
	<ul style="list-style-type: none"> <li>- Temporary layoff period extended (from 13 weeks) to 16 weeks for COVID-19 related reasons</li> </ul>	<a href="https://news.gov.bc.ca/releases/2020LBR0013-000810">https://news.gov.bc.ca/releases/2020LBR0013-000810</a>

Employer or Sector	Directives and Arrangements	Sources
	<ul style="list-style-type: none"> <li>- Employers are required to post their COVID-19 Safety Plan</li> </ul>	<a href="https://www2.gov.bc.ca/assets/gov/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/covid-19/class_order_employers_covid-19_safety_plans_covid-19_may_14_final.pdf">https://www2.gov.bc.ca/assets/gov/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/covid-19/class_order_employers_covid-19_safety_plans_covid-19_may_14_final.pdf</a>
	<ul style="list-style-type: none"> <li>- Temporary pandemic pay for health, social services, and corrections employees delivering in-person, front-line care during the pandemic. Eligible workers will receive a lump-sum payment equivalent to about \$4/hr</li> </ul> <p>Eligible workers must:</p> <ul style="list-style-type: none"> <li>- Have been working straight-time hours at any point during the 16-week period starting on March 15. Casual and on-call workers who have worked straight-time hours during this period are included</li> <li>- Work in an eligible sector, workplace, or role (list online)</li> <li>- Provide additional support and relief to front-line workers by working in ways that directly serve vulnerable populations</li> </ul> <p>Cost-shared with the federal government</p>	<a href="https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/temporary-pandemic-pay">https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support/temporary-pandemic-pay</a>  <a href="https://www.cbc.ca/news/canada/british-columbia/coronavirus-covid-19-pay-social-service-health-1.5576011">https://www.cbc.ca/news/canada/british-columbia/coronavirus-covid-19-pay-social-service-health-1.5576011</a>

Employer or Sector	Directives and Arrangements	Sources
	Joint statement in support of a national paid sick leave program	<a href="https://news.gov.mb.ca/news/index.html?item=48317&amp;posted=2020-05-26">https://news.gov.mb.ca/news/index.html?item=48317&amp;posted=2020-05-26</a>
BC Public Service	<ul style="list-style-type: none"> <li>- If sick, employees not required to provide doctor's note to access sick pay.</li> <li>- Where possible, ministries told they should encourage and support working from home options if employees want to. Decisions to deny working from home made at Assistant Deputy Minister level</li> <li>- Implementing physical distancing in face-to-face service delivery environments</li> <li>- Employees who travel outside of Canada must self-isolate for 14 days immediately upon their return to Canada</li> <li>- Employees can work from home during self-isolation where possible, or they can access sick pay.</li> </ul> <p>Minimize work-related travel within BC where possible (March 30).</p>	<a href="https://www2.gov.bc.ca/gov/content/careers-myhr/all-employees/safety-health-well-being/health/covid-19">https://www2.gov.bc.ca/gov/content/careers-myhr/all-employees/safety-health-well-being/health/covid-19</a>  <a href="https://www2.gov.bc.ca/assets/gov/careers/about-the-bc-public-service/bc_public_service_covid19_response_overview.pdf">https://www2.gov.bc.ca/assets/gov/careers/about-the-bc-public-service/bc_public_service_covid19_response_overview.pdf</a>
	- State of emergency gives the government the ability to redeploy public servants to other ministries. The government has consulted the union on this.	Information shared on NUPGE conference call - BCGEU

Health care	<ul style="list-style-type: none"> <li>- Asking health care workers who return from travel outside Canada and are <i>not essential to the delivery of patient care</i> to self-isolate at home for 14 days.</li> <li>- Those who return from travel outside Canada and <i>are essential to the delivery of patient care</i> may return to work but should take additional precautions to reduce the risk to their patients, colleagues, and the public should they become symptomatic: self-monitor for symptoms; wear a surgical mask at all times and in all areas of your workplace; follow infection prevention and control protocols including hand hygiene and the use of personal protective equipment (PPE) when delivering patient care; reduce close contact with other health care workers and avoid shared spaces where possible; avoid close contact with others when traveling to and from work and between shifts; and self-isolate at home on days when not required at their workplace. (March 15)</li> </ul>	<a href="https://hsabc.org/sites/default/files/uploads/COVID-19%20Letter%20for%20HCWs%20-%20March%2015%202020%20%284%29.pdf">https://hsabc.org/sites/default/files/uploads/COVID-19%20Letter%20for%20HCWs%20-%20March%2015%202020%20%284%29.pdf</a>
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	<ul style="list-style-type: none"> <li>- For employees who are sick, sick leave applies.</li> <li>- For employees returning to Canada from abroad, are told to self-isolate at home, or are awaiting medical direction or test results: paid general leave is available.</li> </ul>	<a href="https://www.bcgeu.ca/covid_19_info_for_health_services">https://www.bcgeu.ca/covid_19_info_for_health_services</a>
	<ul style="list-style-type: none"> <li>- All workers' pay is guaranteed if they are self-isolating or working from home.</li> </ul>	Information shared on NUPGE conference call - HSABC
	<p>Guidelines related to leave:</p> <ul style="list-style-type: none"> <li>- Employees who are sick: sick leave applies</li> <li>- Returning to Canada from abroad, told by a qualified medical practitioner to self-isolate at home, OR awaiting direction or COVID-19 test results: paid general leave is available (contact employer for details)</li> </ul>	<a href="https://www.bcgeu.ca/covid_19_info_for_health_services">https://www.bcgeu.ca/covid_19_info_for_health_services</a>
	Expanded mental health supports	<a href="https://news.gov.bc.ca/releases/2020MMH A0009-000655">https://news.gov.bc.ca/releases/2020MMH A0009-000655</a>

	\$5 million allowance fund negotiated for health science professionals. 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. It will supplement straight time earnings by \$4 per hour for the month of April. The fund will be administered by the unions.	<a href="https://hsabc.org/news/5mn-allowance-fund-negotiated-health-science-professionals">https://hsabc.org/news/5mn-allowance-fund-negotiated-health-science-professionals</a>
Home support	- Health and safety guidelines	<a href="https://www.bcgeu.ca/component_8_home_support_health_and_safety">https://www.bcgeu.ca/component_8_home_support_health_and_safety</a>
Liquor stores	- Reduction in hours and additional safety measures in place - Mixed reviews from employees on the effectiveness	<a href="https://news.gov.bc.ca/releases/2020AG0025-000528">https://news.gov.bc.ca/releases/2020AG0025-000528</a> Information shared on NUPGE conference call - BCGEU
	- Returning of empty containers has been suspended	<a href="https://www.bcgeu.ca/your_union_covid-19_recycling_suspended_at_bc_liquor_stores">https://www.bcgeu.ca/your_union_covid-19_recycling_suspended_at_bc_liquor_stores</a>

<p>Community Social Services Employers' Association (CSSEA)</p>	<ul style="list-style-type: none"> <li>- Employers may request that members work from home to limit the spread. It is the employer's responsibility to ensure compliance with all occupational health and safety legislation, privacy obligations, and risk assessments for this purpose. For members who can work from home, they should receive their usual rate of pay.</li> <li>- If ill, members should stay home and use sick leave banks under the terms of the collective agreement.</li> <li>- PHO discourages employers from seeking medical notes for members to access sick leave.</li> <li>- In the event a member's sick leave bank is depleted, they are eligible to apply for Employment Insurance (EI) benefits.</li> </ul> <p>(March 17)</p>	<p><a href="https://hsabc.org/sites/default/files/uploads/CSS%20Letter%20re%20Covid.pdf">https://hsabc.org/sites/default/files/uploads/CSS%20Letter%20re%20Covid.pdf</a></p> <p><a href="https://www.bcgeu.ca/covid-19_update_css_sectoral_agreement_members_implications_in_the_workplace">https://www.bcgeu.ca/covid-19_update_css_sectoral_agreement_members_implications_in_the_workplace</a></p>
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	<ul style="list-style-type: none"> <li>- If a member returns to Canada, they must self-isolate for 14 days, even if they do not have symptoms (recommendation by PHO).</li> <li>- Employees who are directed to self-isolate by the Public Health Authority or their physician will be placed on a paid leave of absence (not sick leave) for the duration of the isolation period.</li> <li>- If a member elects to travel after March 13, unless there are substantiated extenuating circumstances, they will not be entitled to a paid leave of absence.</li> </ul>	<p><i>ibid.</i></p>
	<ul style="list-style-type: none"> <li>- Interim guidance to social service providers for prevention and control in their facilities</li> </ul>	<p><a href="https://d3n8a8pro7vhmx.cloudfront.net/bcg/eu/pages/11585/attachments/original/1586192647/Reducing_transmission_of_COVID-19_in_social_sector_settings_April_4_FINAL.pdf?1586192647">https://d3n8a8pro7vhmx.cloudfront.net/bcg/eu/pages/11585/attachments/original/1586192647/Reducing_transmission_of_COVID-19_in_social_sector_settings_April_4_FINAL.pdf?1586192647</a></p>
	<ul style="list-style-type: none"> <li>- Emergency funding to Community Living BC for service providers delivering residential services, including group homes, home sharing, and supported independent living.</li> <li>- Providers can request funding to address overtime, staffing shortages, and access additional supplies</li> </ul>	<p><a href="https://news.gov.bc.ca/releases/2020SDPRO013-000730">https://news.gov.bc.ca/releases/2020SDPRO013-000730</a></p>

Long-term care	- Workers in long-term care, acute care, and assisted living facilities will now be limited to working in a single facility.	<a href="https://www2.gov.bc.ca/assets/gov/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/reports-publications/covid-19-pho-order-movement-health-care-staff.pdf">https://www2.gov.bc.ca/assets/gov/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/reports-publications/covid-19-pho-order-movement-health-care-staff.pdf</a>
	- Exceptions (upon approval from a medical health officer) if needed to maintain adequate staffing levels	<i>ibid.</i>
	- Labour Adjustment Terms, including wage rates	<a href="https://www2.gov.bc.ca/assets/gov/public-safety-and-emergency-services/emergency-preparedness-response-recovery/gdx/orders-april-10/ep_act_order_m105-2020_single_site.pdf">https://www2.gov.bc.ca/assets/gov/public-safety-and-emergency-services/emergency-preparedness-response-recovery/gdx/orders-april-10/ep_act_order_m105-2020_single_site.pdf</a>
First responders	- Workers do not need to self-isolate if they assist an individual who is experiencing symptoms, unless they are directed to by public health or unless they begin to exhibit symptoms.	<a href="http://www.bccdc.ca/health-professionals/clinical-resources/covid-19-care/clinical-care/first-responders">http://www.bccdc.ca/health-professionals/clinical-resources/covid-19-care/clinical-care/first-responders</a>
BC Wildfire Service	- Workers are beginning to be recalled for the season.	Information shared on NUPGE conference call - BCGEU

**COVID-19 Pandemic: Employment-related emergency measures:  
Alberta**

<b>Employer or Sector</b>	<b>Directives and Arrangements</b>	<b>Links</b>
General	<p>Changes to the Employment Standards Code will allow full and part-time employees to take 14 days of job-protected leave if they are required to self-isolate or caring for a child or dependent adult that is required to self-isolate.</p> <ul style="list-style-type: none"> <li>- Employees will not need to have a medical note and do not need to have worked for an employer for 90 days.</li> <li>- The leave does not apply to self-employed individuals or contractors (March 17).</li> </ul>	<p><a href="https://www.alberta.ca/coronavirus-info-for-albertans.aspx">https://www.alberta.ca/coronavirus-info-for-albertans.aspx</a></p>
	<ul style="list-style-type: none"> <li>- Employers and employees may consider using other available leaves should an employee be required to self-isolate.</li> </ul>	<p><a href="https://www.alberta.ca/covid-19-support-for-employers.aspx">https://www.alberta.ca/covid-19-support-for-employers.aspx</a></p>

Employer or Sector	Directives and Arrangements	Links
	<ul style="list-style-type: none"> <li>- Eligible working Albertans can receive a one-time emergency isolation payment of \$1,146 if they: have experienced total or significant loss of income as a result of having to self-isolate or care for a dependent who is self-isolating; or have no other source of compensation, such as workplace sick leave benefits or federal employment insurance benefits.</li> <li>- Not eligible: those who can work from home, were not working immediately prior to self-isolation, are not experiencing a significant loss of income, are currently collecting other income support or employer benefits, or are staying home to care for a dependent who is home for a reason other than self-isolation.</li> </ul>	<a href="https://www.alberta.ca/emergency-isolation-support.aspx">https://www.alberta.ca/emergency-isolation-support.aspx</a>
	<p>New guidelines: Albertans are required to self-isolate for 14 days if they returned from travel outside Canada or are a close contact of someone with COVID-19. They must self-isolate for 10 days if they have any COVID-19 symptoms (March 25).</p>	<a href="https://www.alberta.ca/self-isolation.aspx">https://www.alberta.ca/self-isolation.aspx</a>
	<p>List of temporary changes to employment standards, OHS, and workers' compensation</p>	<a href="https://www.alberta.ca/temporary-workplace-rule-changes.aspx">https://www.alberta.ca/temporary-workplace-rule-changes.aspx</a>

Employer or Sector	Directives and Arrangements	Links
Public Service Commission	After first telling employees to report to work unless showing symptoms or having child-care responsibilities, the Alberta government sent a follow-up email to employees saying they should be prepared to work from home where operationally feasible. Individual departments will establish work schedules that ensure all critical, front-line services continue to be delivered (March 17).	<a href="https://edmonton.ctvnews.ca/government-of-alberta-employees-now-being-told-to-work-from-home-if-possible-1.4857367">https://edmonton.ctvnews.ca/government-of-alberta-employees-now-being-told-to-work-from-home-if-possible-1.4857367</a>
Alberta Health Services	<ul style="list-style-type: none"> <li>- Employees should self-isolate for 14 days and report exposure if they: have returned from international travel, had close contact with a COVID-19 patient; had close contact with a person with acute respiratory illness and this ill person had travelled outside Canada or had close contact with a confirmed case; or had laboratory exposure.</li> <li>- Those experiencing COVID-like symptoms should immediately self-isolate and follow protocols (March 25).</li> </ul>	<a href="https://www.albertahealthservices.ca/assets/info/ppih/if-ppih-ncov-2019-traveller-guidance.pdf">https://www.albertahealthservices.ca/assets/info/ppih/if-ppih-ncov-2019-traveller-guidance.pdf</a>
	Infection prevention and control guidelines for health care workers	<a href="https://www.albertahealthservices.ca/assets/info/ppih/if-ppih-ncov-2019-staff-faq.pdf">https://www.albertahealthservices.ca/assets/info/ppih/if-ppih-ncov-2019-staff-faq.pdf</a>



Employer or Sector	Directives and Arrangements	Links
	Expedited return to work process	<i>Ibid.</i>
	New self-assessment screening tool for health care workers helps identify whether they should be tested and how long they need to self-isolate or if they have been exposed or have symptoms (April 1)	<i>Ibid.</i>
	As of March 23, all staff at clinical sites will be screened when they arrive for their shift. Anyone deemed not fit to work will be asked to return home	<i>Ibid.</i>
	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	<i>Ibid.</i>
	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. (April 16)	<i>Ibid.</i>

Employer or Sector	Directives and Arrangements	Links
	<ul style="list-style-type: none"> <li>- Employees who are sick: use paid sick time</li> <li>- Employees who are told to self-isolate are on paid leave</li> <li>- Casual and part-time employees who are required to self-isolate: paid leave. If they are sick, no paid sick time (as usual)</li> </ul>	Information shared on NUPGE conference call - HSAA
	- Introducing N95 recycling project in the event that demand exceeds supply of single-use masks	<a href="https://www.albertahealthservices.ca/topics/Page17048.aspx">https://www.albertahealthservices.ca/topics/Page17048.aspx</a>
	<p>Joint agreement between AHS and health care unions on temporary redeployment of staff (April 24)</p> <ul style="list-style-type: none"> <li>- Employer must first ask employees to volunteer for redeployment</li> <li>- AHS shall ensure no redeployed employee suffers loss of income</li> <li>- Redeployed employees will continue to be covered by terms of their CA</li> <li>- AHS shall reimburse employees for all reasonable additional costs</li> </ul>	<a href="https://www.hsa.ca/2020/04/24/three-health-care-unions-ahs-reach-understanding-temporary-deployments/">https://www.hsa.ca/2020/04/24/three-health-care-unions-ahs-reach-understanding-temporary-deployments/</a>
	Ministerial order allows medical officer of health to use more health care professionals to support contact tracing (May 4)	<a href="https://open.alberta.ca/publications/ministerial-order-631-2020-health">https://open.alberta.ca/publications/ministerial-order-631-2020-health</a>

Employer or Sector	Directives and Arrangements	Links
Long-term care and supportive living facilities (e.g., group homes)	<ul style="list-style-type: none"> <li>- Staff are limited to working within a single facility</li> <li>- Updated operational requirements, including staff screening and mask usage (during resident care and while in resident care areas), and outbreak control standards</li> </ul>	<a href="https://www.alberta.ca/protecting-residents-at-congregate-care-facilities.aspx">https://www.alberta.ca/protecting-residents-at-congregate-care-facilities.aspx</a>
	<p>New funding is coming to support continuing care:</p> <ul style="list-style-type: none"> <li>- Hire an additional 1,000 full-time staff</li> <li>- Wage top-up of an additional \$2 per hour for health-care aides</li> <li>- Up to 1,000 paid student practicum positions to fast-track certification</li> </ul> <p>An additional \$24.5 million to operators to address immediate cost pressures</p>	<a href="https://www.alberta.ca/release.cfm?xID=70127FF594C5C-CE00-2934-863516C3FEDF723E">https://www.alberta.ca/release.cfm?xID=70127FF594C5C-CE00-2934-863516C3FEDF723E</a>
	Updated guidance on visitation, including outdoor visits now permitted	<a href="https://www.alberta.ca/protecting-residents-at-congregate-care-facilities.aspx">https://www.alberta.ca/protecting-residents-at-congregate-care-facilities.aspx</a>
	Updated outbreak standards and screening questionnaire in licensed supportive living and long-term care	<a href="https://open.alberta.ca/dataset/63fd3100-c64c-492e-9be0-cf62d83ad10f/resource/21817ec1-2daa-4d84-9171-c1132cb70963/download/health-cmoh-record-of-decision-cmoh-12-2020.pdf">https://open.alberta.ca/dataset/63fd3100-c64c-492e-9be0-cf62d83ad10f/resource/21817ec1-2daa-4d84-9171-c1132cb70963/download/health-cmoh-record-of-decision-cmoh-12-2020.pdf</a>
	Anyone with symptoms must immediately be isolated and tested. As soon as a positive case is identified, all residents in the same unit must be tested, even if no symptoms	<a href="https://www.albertahealthservices.ca/assets/info/ppih/if-ppih-ncov-2019-staff-faq.pdf">https://www.albertahealthservices.ca/assets/info/ppih/if-ppih-ncov-2019-staff-faq.pdf</a>

Employer or Sector	Directives and Arrangements	Links
	Changes to regulations during COVID-19 - allowing nurse practitioners to act as primary care providers and allowing nurse practitioners and health care professionals to prescribe medication and order treatments according to scope of practice - will be made permanent	<a href="https://www.alberta.ca/release.cfm?xID=72523FE1EE389-EC72-256C-CF899F24154E2773">https://www.alberta.ca/release.cfm?xID=72523FE1EE389-EC72-256C-CF899F24154E2773</a>
Home care	<ul style="list-style-type: none"> <li>- Follow Returning Traveler Guidance for Health Professionals (above)</li> <li>- Do not visit clients in their homes or other supportive living accommodations if you have symptoms and contact workplace health and safety department.</li> <li>- Tool for client risk assessment</li> </ul>	<a href="https://www.albertahealthservices.ca/assets/info/ppih/if-ppih-covid-19-home-care-staff.pdf">https://www.albertahealthservices.ca/assets/info/ppih/if-ppih-covid-19-home-care-staff.pdf</a>
	- Guidelines for continuous masking in home care and congregate living	<a href="https://www.albertahealthservices.ca/assets/info/ppih/if-ppih-covid-19-ppe-continuous-masking-home-care-congregate.pdf">https://www.albertahealthservices.ca/assets/info/ppih/if-ppih-covid-19-ppe-continuous-masking-home-care-congregate.pdf</a>
Residential addiction treatment	- New operational and outbreak standards for residential addiction treatment service providers (similar to long-term care)	<a href="https://open.alberta.ca/publications/cmoh-order-13-2020-2020-covid-19-response">https://open.alberta.ca/publications/cmoh-order-13-2020-2020-covid-19-response</a>

Employer or Sector	Directives and Arrangements	Links
Schools	<ul style="list-style-type: none"> <li>- Classes are cancelled, but teachers and other school staff will still be expected to work, either from home or at their workplace. Decisions still being made on how this will work and may vary by school jurisdiction</li> <li>- School authorities expected to continue day-to-day operations and ensure the safety of school facilities. Maintenance, capital projects, cleaning, and administrative work will continue.</li> </ul>	<a href="https://www.alberta.ca/coronavirus-info-for-albertans.aspx">https://www.alberta.ca/coronavirus-info-for-albertans.aspx</a>

**COVID-19 Pandemic: Employment-related emergency measures:  
Saskatchewan**

<b>Employer or Sector</b>	<b>Directives and Arrangements</b>	<b>Links</b>
General	<ul style="list-style-type: none"> <li>- All persons returning from outside Canada are required to self-isolate for 14 days upon return to Canada.</li> </ul>	<a href="https://leaderpost.com/news/saskatchewan/covid-19-live-updates-03-18/">https://leaderpost.com/news/saskatchewan/covid-19-live-updates-03-18/</a>
	<p>Amendments to <i>The Saskatchewan Employment Act</i> will ensure employees have access to job-protected leaves during a public health emergency</p> <ul style="list-style-type: none"> <li>- Remove the requirement of 13 consecutive weeks of employment prior to receiving sick leave</li> <li>- Remove the requirement of a doctor's note</li> <li>- Introduce a new unpaid public health emergency leave</li> <li>- Amendments would come into force retroactive to March 6, 2020</li> </ul>	<a href="https://www.saskatchewan.ca/government/news-and-media/2020/march/17/labour-changes-for-employees-during-covid-19">https://www.saskatchewan.ca/government/news-and-media/2020/march/17/labour-changes-for-employees-during-covid-19</a>
	<p><i>The Employment Standards (Public Emergencies) Amendment Regulations, 2020</i> regarding temporary layoffs</p>	<a href="https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/public-health-measures/workplaces">https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/public-health-measures/workplaces</a>

Employer or Sector	Directives and Arrangements	Links
	<p><i>Self-Isolation Support Program</i> of up to \$900 for workers who must self-isolate and are not covered by federal supports and are not eligible for compensation, including sick leave and vacation leave, from their employer.</p>	<p><a href="https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/covid-19-information-for-businesses-and-workers/support-for-workers">https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/covid-19-information-for-businesses-and-workers/support-for-workers</a></p>
	<p>Temporary wage supplement for those who work with vulnerable citizens:</p> <ul style="list-style-type: none"> <li>- \$400 benefit per month for up to 16 weeks (March 15 to July 4)</li> <li>- Eligible workers: those who earn less than \$2,500 per month and are employed at senior care facilities, 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.</li> <li>- Cost-shared with the federal government</li> </ul>	<p><a href="https://www.saskatchewan.ca/government/news-and-media/2020/april/30/temporary-wage-supplement">https://www.saskatchewan.ca/government/news-and-media/2020/april/30/temporary-wage-supplement</a></p>

Employer or Sector	Directives and Arrangements	Links
	Wage supplement expanded to include workers, regardless of income level, at licensed public or private long-term care facilities that are under Public Health orders restricting visitation; workers at assisted living facilities who earn less than \$24 per hour in the 4-week period; workers at private day cares and approved private service homes.	<a href="https://www.saskatchewan.ca/government/news-and-media/2020/june/04/temporary-wage-supplement">https://www.saskatchewan.ca/government/news-and-media/2020/june/04/temporary-wage-supplement</a>
Government of Saskatchewan	All ministries, agencies, and Crown corporations will implement a phased-in work from home policy effective Monday, March 23, applicable to employees deemed non-essential. Any employees able to work from home should do so immediately. (March 18)	<a href="https://www.saskatchewan.ca/government/news-and-media/2020/march/18/covid-19-state-of-emergency">https://www.saskatchewan.ca/government/news-and-media/2020/march/18/covid-19-state-of-emergency</a>
	When employees are required to self-isolate: <ul style="list-style-type: none"> <li>- Employees who are able to work from home, must work from home</li> <li>- If that is not an option, employees may access sick leave credits whether or not they show symptoms</li> </ul>	<a href="https://taskroom.sp.saskatchewan.ca/Pages/covid19faq.aspx">https://taskroom.sp.saskatchewan.ca/Pages/covid19faq.aspx</a>



Employer or Sector	Directives and Arrangements	Links
	The government has begun redeploying employees to meet increased demand. The Public Service Commission will send out a skills survey to government employees to collect information on employee skills and availability - more information to come. (March 31)	<i>ibid.</i>
Saskatchewan Health Authority	SHA is discontinuing all non-urgent/elective surgeries, procedures, and diagnostics as of March 23, allowing SHA to redeploy staff and ensure medical supplies and personal protective equipment are available when needed. (March 18)	<a href="https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/information-for-health-care-providers#general-information-for-all-health-care-providers">https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/information-for-health-care-providers#general-information-for-all-health-care-providers</a>
	The self-isolation requirement following international travel applies to SHA employees (previously exempted). The directive does retain some exemptions for health care workers to maintain essential services and emergency health care services. If SHA determines a health care worker should be exempt, they must be supervised by the Infection, Prevention and Control and/or Occupational Health and Safety in the workplace, and follow specific precautions.	<a href="https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/information-for-health-care-providers/general-information-for-all-health-care-providers/self-isolation-directive-for-health-care-workers-memo">https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/information-for-health-care-providers/general-information-for-all-health-care-providers/self-isolation-directive-for-health-care-workers-memo</a>
	Concerns with mixed messages, lack of communication.	<a href="https://www.cbc.ca/news/canada/saskatoon/saskatchewan-coronavirus-1.5509358">https://www.cbc.ca/news/canada/saskatoon/saskatchewan-coronavirus-1.5509358</a>

Employer or Sector	Directives and Arrangements	Links
	Daily screening for all health care workers across the system (April 19)	<a href="https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/information-for-health-care-providers/general-information-for-all-health-care-providers#daily-fitness-for-work-screening">https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/information-for-health-care-providers/general-information-for-all-health-care-providers#daily-fitness-for-work-screening</a>
	Effective April 15, all health care workers must wear a mask in patient/client care areas	<a href="https://www.saskatchewan.ca/government/news-and-media/2020/april/14/sha-update-on-health-system-readiness">https://www.saskatchewan.ca/government/news-and-media/2020/april/14/sha-update-on-health-system-readiness</a>
Long-term care	Workforce screening	<a href="https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/about-covid-19/work-standard-long-term-care-screening">https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/about-covid-19/work-standard-long-term-care-screening</a>
	As of April 28, staff in long-term care and personal care homes can only work in one facility. Exceptions (upon approval from a medical health officer) if needed to maintain staffing levels	<a href="https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/public-health-measures/public-health-orders">https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/public-health-measures/public-health-orders</a>

Employer or Sector	Directives and Arrangements	Links
	Temporary Letter of Understanding between employers and health care unions for the redeployment, assignment, and cohorting of staff	<a href="https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/information-for-health-care-providers/general-information-for-all-health-care-providers/temporary-lou-for-redeployment-assignment-and-cohorting-of-staff">https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/information-for-health-care-providers/general-information-for-all-health-care-providers/temporary-lou-for-redeployment-assignment-and-cohorting-of-staff</a>
Schools	<ul style="list-style-type: none"> <li>- Teachers and staff can work from home or in school during the class cancellations</li> <li>- These measures apply to daycares that are co-located with schools, but do not apply to licensed daycare facilities outside of schools.</li> </ul>	<a href="https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/public-health-measures/guidance-for-schools-and-daycares">https://www.saskatchewan.ca/government/health-care-administration-and-provider-resources/treatment-procedures-and-guidelines/emerging-public-health-issues/2019-novel-coronavirus/public-health-measures/guidance-for-schools-and-daycares</a>
Liquor stores	<ul style="list-style-type: none"> <li>- Additional health and safety measures</li> <li>- Any employee with symptoms is required to self-isolate for 14 days. (March 31)</li> </ul>	<a href="https://globalnews.ca/news/6757037/coronavirus-slga-liquor-stores-sgeu-coronavirus-covid-19/">https://globalnews.ca/news/6757037/coronavirus-slga-liquor-stores-sgeu-coronavirus-covid-19/</a>

**COVID-19 Pandemic: Employment-related emergency measures:  
Manitoba**

Employer or Sector	Directives and Arrangements	Links
General	<ul style="list-style-type: none"> <li>- All staff and physicians with international travel history are asked to contact occupational health services upon return.</li> <li>- All facilities and departments have been directed to identify staff and physicians who are operationally required and then assessed by OHS for the type of work they do including consideration of their exposure to high-risk patients and the circumstances of their travel.</li> <li>- Operationally required staff who are cleared to return to work will have no or limited contact with patients, are required to wear personal protective equipment at all times during their shift, and must self-monitor for symptoms including monitoring their temperature twice per day.</li> </ul> <p>(March 18)</p>	<a href="https://news.gov.mb.ca/news/index.html?item=47057">https://news.gov.mb.ca/news/index.html?item=47057</a>

Employer or Sector	Directives and Arrangements	Links
	<p>New categories added to COVID-19 testing criteria:</p> <ul style="list-style-type: none"> <li>- Any health care worker with respiratory symptoms</li> <li>- Any employee or resident who lives or works in a remote or isolated community with respiratory symptoms</li> <li>- Anyone who works or lives in a correctional facility, shelter, long-term care or residential care facility with respiratory symptoms (March 31)</li> <li>- Police, firefighters, and paramedics (April 9)</li> </ul>	<p><a href="https://sharedhealthmb.ca/files/covid-19-testing-criteria-and-in-home-care.pdf">https://sharedhealthmb.ca/files/covid-19-testing-criteria-and-in-home-care.pdf</a></p> <p><a href="https://sharedhealthmb.ca/files/covid-19-change-in-screening-and-testing-criteria-april-9.pdf">https://sharedhealthmb.ca/files/covid-19-change-in-screening-and-testing-criteria-april-9.pdf</a></p>
	<p>Proposing new provisions to the <i>Employment Standards Code</i> that would provide job-protected unpaid leave to allow employees to be away from work for COVID-19 related reasons (e.g., in isolation or quarantine, obtain medical examination or treatment, caring for a family member as a result of COVID-19)</p>	<p><a href="https://news.gov.mb.ca/news/index.html?item=47520&amp;posted=2020-04-14">https://news.gov.mb.ca/news/index.html?item=47520&amp;posted=2020-04-14</a></p>

Employer or Sector	Directives and Arrangements	Links
	The province will participate in the federal-provincial program to top up wages of essential workers. Details to come, but the Premier has suggested workers would receive a one-time payment (average \$1,000) directly from the province.	<a href="https://www.theglobeandmail.com/canada/article-manitoba-premier-promises-wage-top-up-for-front-line-workers-during/">https://www.theglobeandmail.com/canada/article-manitoba-premier-promises-wage-top-up-for-front-line-workers-during/</a>
	Joint statement in support of a national paid sick leave program	<a href="https://news.gov.mb.ca/news/index.html?item=48317&amp;posted=2020-05-26">https://news.gov.mb.ca/news/index.html?item=48317&amp;posted=2020-05-26</a>

Employer or Sector	Directives and Arrangements	Links
	<p>Manitoba Risk Recognition Program: one-time payment low-income, essential, front-line workers who worked during the March 20 to May 29 period of the pandemic.</p> <p>Eligible employees:</p> <ul style="list-style-type: none"> <li>- Work in an eligible position and organization in health care, social services, justice, essential retail and pharmacies, food and beverage, and transportation (list is online)</li> <li>- Worked a minimum of 200 cumulative hours during the period on a part-time or full-time basis, or would have worked a minimum 200 cumulative hours but had to self-isolate</li> <li>- Earned a total pre-tax employment income of less than \$6,250 from eligible positions during the period</li> <li>- Are not enrolled in the CERB</li> <li>- Have a valid SIN, email address, Canadian bank account, and apply by June 18</li> </ul>	<p><a href="https://www.gov.mb.ca/covid19/infomanitobans/mrrp.html">https://www.gov.mb.ca/covid19/infomanitobans/mrrp.html</a></p>

Employer or Sector	Directives and Arrangements	Links
	<p>The government will pay \$2,000 to successful applicants if they go back to work and stop collecting CERB. Applicants must work at least 30 hours per week to qualify for the initial \$500 payment, and then declare they are still working to receive the subsequent 3 payments of \$500 each every 2 weeks over a 6 week period. They must be receiving and voluntarily stop payments from CERB.</p>	<p><a href="https://www.cbc.ca/news/canada/manitoba/pallister-employment-initiative-1.5623580">https://www.cbc.ca/news/canada/manitoba/pallister-employment-initiative-1.5623580</a></p>
Government of Manitoba	<p>Looking at layoffs for those who deliver “non-essential” public services. Options to avoid layoffs: expand employees’ ability to participate in a Voluntary Reduced Work Week and/or reach work-sharing agreements where “non-essential” staff would have a reduced work week to as little as 2 days per week and receive EI for the lost work days. Work-sharing is only possible should the federal government approve provincial government workplaces eligible.</p>	<p><a href="https://www.mgeu.ca/news-and-multimedia/news/read,article/1976/mgeu-covid-19-update-8-april-14-2020-premier-looking-at-public-service-lay-offs#sthash.Tug2t888.ekbsauho.dpbs">https://www.mgeu.ca/news-and-multimedia/news/read,article/1976/mgeu-covid-19-update-8-april-14-2020-premier-looking-at-public-service-lay-offs#sthash.Tug2t888.ekbsauho.dpbs</a></p>



Employer or Sector	Directives and Arrangements	Links
	The province has asked over 6,000 civil servants to take 5 days of unpaid leave during 2020-21 year (presented as an alternative to temporary layoffs) - more details to come.	<a href="https://www.cbc.ca/news/canada/manitoba/manitoba-civil-servants-five-days-off-unpaid-1.5575337">https://www.cbc.ca/news/canada/manitoba/manitoba-civil-servants-five-days-off-unpaid-1.5575337</a>

Employer or Sector	Directives and Arrangements	Links
Shared Health Manitoba	<ul style="list-style-type: none"> <li>- At this time, all employees expected to report to their work locations. Work is underway to assist management in determining future work from home arrangements by carefully considering the ability and constraints of equipment, VPN bandwidth, technology, and system capacity.</li> <li>- Employees who have underlying health conditions, are elderly, or have other work concerns are to contact the workplace safety and health officer to determine options.</li> <li>- Employees who are ill and/or required to self-isolate can use income protection banks (i.e. sick banks), vacation, and/or general holiday/overtime banks.</li> <li>- Any staff may be redeployed to perform other duties to assist with immediate health system priority needs. All staff who are re-deployed will be provided with proper safety instructions and training and personal protective equipment, if required. (March 18)</li> </ul>	<a href="https://sharedhealthmb.ca/files/covid-19-workplace-and-hr-faqs.pdf">https://sharedhealthmb.ca/files/covid-19-workplace-and-hr-faqs.pdf</a>

Employer or Sector	Directives and Arrangements	Links
	<ul style="list-style-type: none"> <li>- At the discretion of the employer, employees may have the ability to work from home due to child care constraints.</li> <li>- If required to stay home because of a sick child or children, employees are entitled to family sick/income protection time under the collective agreement or employer policies. If not available, employees can use vacation, overtime, or holiday banks. If no banked time is available, employees will be placed on unpaid leave of absence.</li> <li>- If unpaid leave continues for longer than 14 days, employees may choose to pre-pay existing benefits for coverage. (March 18)</li> </ul>	<p><a href="https://sharedhealthmb.ca/files/covid-19-child-care-faqs.pdf">https://sharedhealthmb.ca/files/covid-19-child-care-faqs.pdf</a></p>
	<ul style="list-style-type: none"> <li>- Return to work of any staff member who has travelled outside of Manitoba within the last 14 days is not permitted without approval of Occupational Health Services.</li> <li>- Exceptions for exceptional circumstances - must be deemed operationally required and approved to work following risk assessment and be asymptomatic. (March 25)</li> </ul>	<p><a href="https://sharedhealthmb.ca/files/covid-19-guidelines-for-screening-health-care-worker.pdf">https://sharedhealthmb.ca/files/covid-19-guidelines-for-screening-health-care-worker.pdf</a></p>

Employer or Sector	Directives and Arrangements	Links
	<ul style="list-style-type: none"> <li>- <i>Memorandum of Agreement</i> with employer organizations signed by health care unions (including MGEU and MAHCP) on redeployment of staff within or between employer organizations</li> <li>- Ensures that collective agreement provisions apply when redeployed</li> </ul>	<a href="https://www.mgeu.ca/uploads/ck/files/moa_redeployment_hc_staff_covid_19.pdf?t=1584647230">https://www.mgeu.ca/uploads/ck/files/moa_redeployment_hc_staff_covid_19.pdf?t=1584647230</a>
	<ul style="list-style-type: none"> <li>- <i>Memorandum of Agreement</i> with employer organizations signed by MGEU and MAHCP on redeployment between Shared Health Employer Organizations and Cadham Provincial Lab</li> <li>- Ensures that collective agreement provisions apply when redeployed</li> </ul>	<a href="https://mahcp.ca/wp-content/uploads/2020/03/MOA-Redeployment-of-Staff-Between-the-SHEO-and-CPL-Relating-to-COVID-19.pdf">https://mahcp.ca/wp-content/uploads/2020/03/MOA-Redeployment-of-Staff-Between-the-SHEO-and-CPL-Relating-to-COVID-19.pdf</a>
	<ul style="list-style-type: none"> <li>- Screening all staff prior to the beginning of shifts in all areas of the health care system, including acute care and long-term care, beginning April 1</li> <li>- Staff who do not pass the screening will be provided information on self-isolation, their manager will be contacted, and they will be directed to contact Occupational Health Services.</li> </ul>	<a href="https://sharedhealthmb.ca/files/covid-19-staff-screening.pdf">https://sharedhealthmb.ca/files/covid-19-staff-screening.pdf</a>

Employer or Sector	Directives and Arrangements	Links
	- Provincial Recruitment and Redeployment Team established to support the redeployment of Service Delivery Organization resources and expedite hiring of casual staff to meet the needs of COVID-19.	<a href="https://sharedhealthmb.ca/files/covid-19-provincial-recruitment-and-redeployment-memo.pdf">https://sharedhealthmb.ca/files/covid-19-provincial-recruitment-and-redeployment-memo.pdf</a>
	- Government will now provide paid administrative leave to health care workers who are required to self-isolate for 14 days due to possible exposure to COVID-19 in the workplace. Should the employee become symptomatic during self-isolation, they will be compensated by sick leave benefits in accordance with the collective agreement.	<a href="https://news.gov.mb.ca/news/index.html?item=47520&amp;posted=2020-04-14">https://news.gov.mb.ca/news/index.html?item=47520&amp;posted=2020-04-14</a>
	- Provincial PPE requirements (administrative/reception settings, outpatient/community clinics, crisis response services, community shelters, testing sites, cleaning, in-home care, long-term care, emergency response, emergency/urgent care, acute/sub-acute care, municipal policing) (April 21)	<a href="https://sharedhealthmb.ca/files/covid-19-provincial-ppe-requirements.pdf">https://sharedhealthmb.ca/files/covid-19-provincial-ppe-requirements.pdf</a>

Employer or Sector	Directives and Arrangements	Links
	<ul style="list-style-type: none"> <li>- Health care workers with underlying medical conditions and potential risk factors for severe COVID-19 who are requesting medical accommodation are required to provide medical evidence to Occupational and Environmental Safety and Health. Decisions will be made on a case-by-case basis.</li> </ul>	<a href="https://sharedhealthmb.ca/files/covid-19-information-for-hcws-with-underlying-medical-conditions.pdf">https://sharedhealthmb.ca/files/covid-19-information-for-hcws-with-underlying-medical-conditions.pdf</a>
Long-term care facilities	<ul style="list-style-type: none"> <li>- Suspension of visitor access at long-term care facilities strongly recommended</li> <li>- Adult day programs and similar programming located within long-term care or personal care facilities: suspension of programming strongly recommended. Other adult day programs may continue provided they comply with the recommendations of social distancing, screening, and gathering limit. (March 23)</li> </ul>	<a href="https://sharedhealthmb.ca/files/covid-19-visitor-restrictions.pdf">https://sharedhealthmb.ca/files/covid-19-visitor-restrictions.pdf</a>
	<ul style="list-style-type: none"> <li>- Infection prevention and control guidelines, including PPE, resident transport, visitor management, social distancing (April 21)</li> </ul>	<a href="https://sharedhealthmb.ca/files/covid-19-highlights-ltc.pdf">https://sharedhealthmb.ca/files/covid-19-highlights-ltc.pdf</a>

Employer or Sector	Directives and Arrangements	Links
	- Staff limited to a single personal care home, with some exceptions	<a href="https://www.gov.mb.ca/asset_library/en/proactive/2020_2021/orders_soe_pch_04292020.pdf">https://www.gov.mb.ca/asset_library/en/proactive/2020_2021/orders_soe_pch_04292020.pdf</a>
Home care	- Additional precautions (March 3)	<a href="https://sharedhealthmb.ca/files/COVID-19-advice-for-homecare-march-3-2020.pdf">https://sharedhealthmb.ca/files/COVID-19-advice-for-homecare-march-3-2020.pdf</a>
	- Screening tool for managing home visits: screening criteria should be used to identify risk and reduce unnecessary visits in the community (March 31)	<a href="https://sharedhealthmb.ca/files/covid-19-guidance-and-screening-tool-for-management-of-home-visits.pdf">https://sharedhealthmb.ca/files/covid-19-guidance-and-screening-tool-for-management-of-home-visits.pdf</a>
	<ul style="list-style-type: none"> <li>- Services are scaled back and “non-essential” visits are suspended.</li> <li>- People in Priority Level 3 (lowest-needs) will lose services that wouldn’t create serious risk, people in Priority Level 2 will lose select services, and people in Priority Level 1 are those who required continued home care visits.</li> </ul>	<a href="https://www.winnipegfreepress.com/special/coronavirus/home-care-limiting-services-in-response-to-pandemic-569609372.html">https://www.winnipegfreepress.com/special/coronavirus/home-care-limiting-services-in-response-to-pandemic-569609372.html</a>
	- Enhanced staff screening (April 27)	<a href="https://sharedhealthmb.ca/files/covid-19-enhanced-staff-screening.pdf">https://sharedhealthmb.ca/files/covid-19-enhanced-staff-screening.pdf</a>
	- Guidance and screening tool for home visits (May 4)	<a href="https://sharedhealthmb.ca/files/covid-19-guidance-for-resumption-of-services.pdf">https://sharedhealthmb.ca/files/covid-19-guidance-for-resumption-of-services.pdf</a>

Employer or Sector	Directives and Arrangements	Links
Schools	- Teachers will continue to be on the job, either in schools or at home, to create learning plans and continue teaching using the distance learning options available.	<a href="https://news.gov.mb.ca/news/index.html?item=47017">https://news.gov.mb.ca/news/index.html?item=47017</a>
Manitoba Liquor and Lotteries	- Casino employees, including cooks and servers, are not working as casinos are closed. Workers are being told they will only be paid until the end of the month, inclusive of full-time, part-time, and casual staff, for shifts scheduled to be worked during that time. They have to use up any leave time after March 31, and face temporary layoffs after that. (March 18)	<a href="https://www.cbc.ca/news/canada/manitoba/casino-workers-covid-19-coronavirus-without-pay-1.5501888">https://www.cbc.ca/news/canada/manitoba/casino-workers-covid-19-coronavirus-without-pay-1.5501888</a>
	- Some casino workers redeployed	Information shared on NUPGE conference call - MGEU



Employer or Sector	Directives and Arrangements	Links
	<ul style="list-style-type: none"> <li>- Liquor stores remain open with some limited hours and additional safety measures</li> <li>- Issues of new kinds of violence against workers</li> </ul>	<p><a href="https://www.liquormarts.ca/covid-19">https://www.liquormarts.ca/covid-19</a></p> <p>Information provided on NUPGE conference call - MGEU</p>

**COVID-19 Pandemic: Employment-related emergency measures:  
Ontario**

<b>Employer or Sector</b>	<b>Directives and Arrangements</b>	<b>Links</b>
General	<p>Passed emergency legislation amending <i>Employment Standards Act</i>:</p> <ul style="list-style-type: none"> <li>- Provides job protection for employees unable to work because of COVID-19 (e.g., under medical investigation, supervision, or treatment; in isolation or quarantine; directed to not work by employer; need to provide care for a person related to COVID-19, such as school or child care closures)</li> <li>- An employee can take infectious disease emergency leave to care for an immediate family member (defined in the Act)</li> <li>- Waives requirement of a medical note to take leave</li> <li>- Measures are retroactive to January 25, 2020</li> <li>- Provisions apply to all employees and employees (except those under federal jurisdiction), including full-time, part-time, students, temporary, or casual workers. (March 19)</li> </ul>	<p><a href="https://news.ontario.ca/opo/en/2020/03/employment-standards-amendment-act-infectious-disease-emergencies-2020.html">https://news.ontario.ca/opo/en/2020/03/employment-standards-amendment-act-infectious-disease-emergencies-2020.html</a></p>

Employer or Sector	Directives and Arrangements	Links
	<ul style="list-style-type: none"> <li>- Anyone who has travelled outside of Canada should self-isolate for 14 days upon return and should not go to work.</li> <li>- Workers who have travelled and are part of workplaces that are essential to daily living are able to return to work as long as they do not have symptoms. They should self-monitor for 14 days and identify themselves to their employer so a plan can be put into place</li> </ul>	<a href="https://www.ontario.ca/page/2019-novel-coronavirus#section-5">https://www.ontario.ca/page/2019-novel-coronavirus#section-5</a>
	<ul style="list-style-type: none"> <li>- Social services relief funding, includes a boost to emergency assistance, administered through Ontario Works, for those who do not qualify for the federal supports.</li> </ul>	<a href="https://news.ontario.ca/opo/en/2020/03/changes-to-ontarios-emergency-assistance-program-in-response-to-covid-19.html">https://news.ontario.ca/opo/en/2020/03/changes-to-ontarios-emergency-assistance-program-in-response-to-covid-19.html</a>

Employer or Sector	Directives and Arrangements	Links
	<ul style="list-style-type: none"> <li>- 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.</li> <li>- Eligible: staff working in long-term care homes, retirement homes, emergency shelters, supportive housing, social services, congregate care settings, correctional institutions and youth facilities, those providing home and community care and some staff in hospitals</li> </ul>	<p><a href="https://news.ontario.ca/opo/en/2020/04/ontario-supporting-frontline-heroes-of-covid-19-with-pandemic-pay.html">https://news.ontario.ca/opo/en/2020/04/ontario-supporting-frontline-heroes-of-covid-19-with-pandemic-pay.html</a></p> <p>Eligible workplaces and workers:  <a href="https://news.ontario.ca/opo/en/2020/04/pandemic-pay-provides-support-for-frontline-workers-fighting-covid-19.html">https://news.ontario.ca/opo/en/2020/04/pandemic-pay-provides-support-for-frontline-workers-fighting-covid-19.html</a></p>
	Eligibility expanded to include respiratory therapists, paramedics, public health nurses, and all addictions and mental health workers in congregate care settings	<p><a href="https://opseu.org/news/opseu-succeeds-in-expanding-pandemic-pay/105794/">https://opseu.org/news/opseu-succeeds-in-expanding-pandemic-pay/105794/</a></p>

Employer or Sector	Directives and Arrangements	Links
	Temporary amendments to <i>Employment Standards Act</i> : non-unionized workers who have had their hours reduced or eliminated will be placed on temporary job-protected leave. Those workers will be eligible for federal emergency income support programs. Currently, the Act requires businesses to terminate employees who have been laid off for 13 weeks and pay them severance.	<a href="https://www.cbc.ca/news/canada/toronto/covid-19-coronavirus-ontario-june-1-employment-act-1.5592900">https://www.cbc.ca/news/canada/toronto/covid-19-coronavirus-ontario-june-1-employment-act-1.5592900</a>
	Providing employers a guide to creating a workplace safety plan	<a href="https://news.ontario.ca/opo/en/2020/06/ontario-releases-guide-on-how-to-develop-a-workplace-safety-plan.html">https://news.ontario.ca/opo/en/2020/06/ontario-releases-guide-on-how-to-develop-a-workplace-safety-plan.html</a>
Provincial government	- Everyone is being paid whether they're working from home or not.	Information shared on NUPGE conference call - OPSEU
Health care	<ul style="list-style-type: none"> <li>- Health care workers told to self-isolate for 14 days if they have travelled outside Canada.</li> <li>- If there are particular workers deemed critical by all parties to continued operations, these workers should undergo regular screening, use appropriate PPE for the 14 days and self-monitor, immediately self-isolate if symptoms develop, and self-identify to their occupational health and safety department.</li> </ul>	<a href="http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_occ_occupational_health_safety_guidance.pdf">http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_occ_occupational_health_safety_guidance.pdf</a>

Employer or Sector	Directives and Arrangements	Links
	<ul style="list-style-type: none"> <li>- Temporary order allows hospitals to: redeploy staff to different locations in (or between) facilities of the hospital; redeploy staff to work in assessment centres; change work assignment, including assigning non-bargaining unit employees or contractors to perform bargaining unit work; change scheduling of work or shift assignments; defer or cancel vacations or other leaves; employ extra part-time or temporary staff or contractors, and use volunteers, including for the purpose of performing bargaining unit work; provide training or education as needed to staff and volunteers to achieve the purpose of a redeployment plan.</li> <li>- When used by hospitals, these redeployment plans temporarily supersede the provisions of a collective agreement, including layoff, seniority/service, or bumping provisions (March 21).</li> </ul>	<p><a href="https://news.ontario.ca/mohltc/en/2020/03/ontario-takes-extraordinary-steps-to-ensure-health-care-resources-are-available-to-contain-covid-19.html">https://news.ontario.ca/mohltc/en/2020/03/ontario-takes-extraordinary-steps-to-ensure-health-care-resources-are-available-to-contain-covid-19.html</a></p>

Employer or Sector	Directives and Arrangements	Links
	<ul style="list-style-type: none"> <li>- Launched the new Health Workforce Matching Portal to match workers and employers (process for redeployment)</li> <li>- Providers include retired or non-active health care professionals, internationally educated health care professionals, students, and volunteers with health care experience (April 7)</li> </ul>	<a href="https://news.ontario.ca/opo/en/2020/04/ontario-calls-on-all-health-care-workers-to-help-fight-covid-19.html?utm_source=ondemand&amp;utm_medium=email&amp;utm_campaign=p">https://news.ontario.ca/opo/en/2020/04/ontario-calls-on-all-health-care-workers-to-help-fight-covid-19.html?utm_source=ondemand&amp;utm_medium=email&amp;utm_campaign=p</a>
	<ul style="list-style-type: none"> <li>- Redeploying hospital, home care, and community care workers to long-term care</li> </ul>	<a href="https://news.ontario.ca/opo/en/2020/04/ontario-ramping-up-protection-for-long-term-care.html">https://news.ontario.ca/opo/en/2020/04/ontario-ramping-up-protection-for-long-term-care.html</a>
	<ul style="list-style-type: none"> <li>- Emergency order gives Local Health Integration Networks the ability to direct home care service provider organizations to reassign frontline staff to areas of high need, including home and community care settings, long-term care homes, supportive housing, retirement homes, and hospitals</li> </ul>	<a href="https://news.ontario.ca/opo/en/2020/04/ontario-takes-further-action-to-protect-vulnerable-people-from-covid-19.html">https://news.ontario.ca/opo/en/2020/04/ontario-takes-further-action-to-protect-vulnerable-people-from-covid-19.html</a>

Employer or Sector	Directives and Arrangements	Links
	<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="https://news.ontario.ca/opo/en/2020/04/ontario-allows-the-redeployment-of-staff-to-better-care-for-vulnerable-people-during-covid-19.html">https://news.ontario.ca/opo/en/2020/04/ontario-allows-the-redeployment-of-staff-to-better-care-for-vulnerable-people-during-covid-19.html</a></p>
Health care: Acute care	<ul style="list-style-type: none"> <li>- Health care workers with symptoms of an acute respiratory infection must not come to work and must report their symptoms to the acute care setting.</li> <li>- Guidelines for screening</li> <li>- If COVID-19 is suspected or diagnosed, the health care worker must remain off work until symptoms are fully resolved and negative lab tests have been confirmed. They should report to their occupational health and safety department prior to return. (Updated May 11)</li> </ul>	<p><a href="http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_acute_care_guidance.pdf">http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_acute_care_guidance.pdf</a></p>
	<ul style="list-style-type: none"> <li>- Reports that some hospitals are not honouring the 14-day self-isolation after travel guidelines</li> </ul>	<p>Information shared on NUPGE conference call - OPSEU</p>



Employer or Sector	Directives and Arrangements	Links
	<ul style="list-style-type: none"> <li>- Increased acute and critical care beds in hospitals</li> <li>- Redeploying staff and recruiting retirees</li> </ul>	<a href="https://news.ontario.ca/opo/en/2020/04/ontario-significantly-expands-hospital-capacity-to-prepare-for-any-covid-19-outbreak-scenario.html">https://news.ontario.ca/opo/en/2020/04/ontario-significantly-expands-hospital-capacity-to-prepare-for-any-covid-19-outbreak-scenario.html</a>
Health care: Primary care in a community setting	<ul style="list-style-type: none"> <li>- System for virtual and/or telephone consultations where possible. Non-essential face-to-face appointments should be postponed or converted to virtual. (March 20)</li> </ul>	<a href="http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_primary_care_guidance.pdf">http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_primary_care_guidance.pdf</a>
Home and community care	<ul style="list-style-type: none"> <li>- Care providers should be delaying care if possible and only providing essential medical services.</li> </ul>	<a href="http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_home_community_care_guidance.pdf">http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_home_community_care_guidance.pdf</a>
	<ul style="list-style-type: none"> <li>- Emergency order gives Local Health Integration Networks the ability to direct home care service provider organizations to reassign frontline staff to areas of high need, including home and community care settings, long-term care homes, supportive housing, retirement homes, and hospitals</li> </ul>	<a href="https://news.ontario.ca/opo/en/2020/04/ontario-takes-further-action-to-protect-vulnerable-people-from-covid-19.html">https://news.ontario.ca/opo/en/2020/04/ontario-takes-further-action-to-protect-vulnerable-people-from-covid-19.html</a>

Employer or Sector	Directives and Arrangements	Links
Long-term care	<ul style="list-style-type: none"> <li>- Long-term care homes should instruct all health care workers to self-monitor at home, as well as, potential exposure risks.</li> <li>- All healthcare workers who are <i>required</i> to self-isolate must not come to work. Anyone with symptoms must not come to work and must report their symptoms to the home.</li> <li>- All healthcare workers who have been <i>advised</i> to self-monitor for 14 days from an exposure should discuss with their supervisor whether to come to work.</li> <li>- If COVID-19 is suspected or diagnosed in a staff, return to work should be determined in consultation with their health care provider and the local public health unit.</li> </ul> <p>(March 19)</p>	<p><a href="http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_long_term_care_guidance.pdf">http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_long_term_care_guidance.pdf</a></p>

Employer or Sector	Directives and Arrangements	Links
	<p>Temporarily, long-term care homes will be able to:</p> <ul style="list-style-type: none"> <li>- Redeploy staff within different locations in or between facilities</li> <li>- Change the assignment of work, including assigning non-bargaining unit employees or contractors to perform bargaining unit work</li> <li>- Change the scheduling of work or shift assignments</li> <li>- Defer or cancel vacations, absences, or other leaves</li> <li>- Employ extra part-time or temporary staff or contractors, and use volunteers, including for the purpose of performing bargaining unit work</li> <li>- Provide appropriate training or education as needed to staff and volunteers to achieve the purposes of a redeployment plan</li> </ul>	<p><a href="https://www.cbc.ca/news/canada/toronto/covid-19-coronavirus-ontario-tuesday-hydro-1.5507767">https://www.cbc.ca/news/canada/toronto/covid-19-coronavirus-ontario-tuesday-hydro-1.5507767</a></p>

Employer or Sector	Directives and Arrangements	Links
	<p>Emergency order: long-term care workers, including RPNs, personal support workers, kitchen and cleaning staff, only work in a single site.</p> <ul style="list-style-type: none"> <li>- To help make up lost wages, the government encourages employers to offer full-time hours to part-time employees during COVID-19</li> <li>- Government is offering emergency funds to long-term care homes to cover cost of increasing hours</li> </ul>	<p><a href="https://news.ontario.ca/opo/en/2020/04/ontario-ramping-up-protection-for-long-term-care.html">https://news.ontario.ca/opo/en/2020/04/ontario-ramping-up-protection-for-long-term-care.html</a></p> <p><a href="http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/directives/LTCH_HPPA.pdf">http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/directives/LTCH_HPPA.pdf</a></p>
	<ul style="list-style-type: none"> <li>- Expanded screening, testing, and surveillance</li> <li>- Enhanced guidance on PPE and priority distribution to homes</li> <li>- Enhanced training and education to support staff</li> </ul>	<p><i>ibid.</i></p>
	<p>Voluntary redeployment of education workers to congregate care settings</p>	<p><a href="https://news.ontario.ca/opo/en/2020/05/voluntary-redeployment-of-education-workers-to-fill-staffing-shortages.html">https://news.ontario.ca/opo/en/2020/05/voluntary-redeployment-of-education-workers-to-fill-staffing-shortages.html</a></p>
	<p>Emergency order allows government to temporarily take over management of a home due to COVID-19</p>	<p><a href="https://news.ontario.ca/opo/en/2020/05/ontario-takes-steps-to-better-protect-long-term-care-residents-and-staff-during-the-covid-19-outbreak.html">https://news.ontario.ca/opo/en/2020/05/ontario-takes-steps-to-better-protect-long-term-care-residents-and-staff-during-the-covid-19-outbreak.html</a></p>
	<p>2 hospitals ordered to assume management of 2 long-term care homes for 90 days (with option of extension)</p>	<p><a href="https://news.ontario.ca/mltc/en/2020/05/hospitals-assume-management-of-two-long-term-care-homes.html">https://news.ontario.ca/mltc/en/2020/05/hospitals-assume-management-of-two-long-term-care-homes.html</a></p>

Employer or Sector	Directives and Arrangements	Links
	Government is taking over management of 5 more long-term care facilities (those identified in the recent military report)	<a href="https://news.ontario.ca/opo/en/2020/05/ontario-taking-action-at-high-risk-long-term-care-homes.html">https://news.ontario.ca/opo/en/2020/05/ontario-taking-action-at-high-risk-long-term-care-homes.html</a>
	Long-term care inspection teams conducting comprehensive inspections of high-risk facilities over the next 3 weeks	<i>Ibid.</i>
Paramedic services	<ul style="list-style-type: none"> <li>- Central Ambulance Communications Centres/Ambulance Communications Officers are conducting active screening and will communicate results with paramedics and receiving facilities</li> <li>- Paramedics should screen</li> <li>- New PPE guidelines (April 1)</li> </ul>	<a href="http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_paramedics_guidance.pdf">http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_paramedics_guidance.pdf</a>
	- Provincial government emergency order allows police, firefighters, and paramedics to obtain COVID-19 positive status information about individuals with whom they are coming into contact	<a href="https://news.ontario.ca/mcscs/en/2020/04/ontario-takes-additional-measures-to-protect-first-responders-during-the-covid-19-outbreak.html">https://news.ontario.ca/mcscs/en/2020/04/ontario-takes-additional-measures-to-protect-first-responders-during-the-covid-19-outbreak.html</a>
	- Ambulance services may hire and assign college students who have not yet completed exams or graduated to provide services appropriate to their competence level and scope of practice	<a href="https://news.ontario.ca/opo/en/2020/04/ontario-takes-further-action-to-protect-vulnerable-people-from-covid-19.html">https://news.ontario.ca/opo/en/2020/04/ontario-takes-further-action-to-protect-vulnerable-people-from-covid-19.html</a>

Employer or Sector	Directives and Arrangements	Links
Group homes and co-living settings	<ul style="list-style-type: none"> <li>- Guidance on prevention, day-to-day activities, cleaning, (mandatory) screening</li> <li>- All staff who have symptoms or have been exposed to a suspected or confirmed case must self-isolate and not come to work, and report symptoms to supervisor/manager and contact local public health unit</li> <li>- Individuals who test positive and are free of symptoms for 14 days after the onset, can return to work. Those who are critical to operations and are symptom free, can return to “work self-isolation”.</li> </ul>	<a href="http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_group_homes_guidance.pdf">http://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/2019_group_homes_guidance.pdf</a>
	<ul style="list-style-type: none"> <li>- Enhanced screening and restricting visitors</li> <li>- Providing masks to staff and training on PPE use</li> <li>- Enhanced testing of staff, clients</li> <li>- Planning to limit staff from working at more than one congregate care setting during an outbreak, specifically in developmental services, intervenor services, violence against women and anti-human trafficking settings</li> <li>- Additional training and support for high-risk settings dealing with outbreak</li> <li>- Working with organizations to promote workforce stability and capacity</li> </ul>	<a href="https://news.ontario.ca/opo/en/2020/04/ontario-delivers-action-plan-to-increase-protection-for-vulnerable-people-and-those-who-care-for-the.html">https://news.ontario.ca/opo/en/2020/04/ontario-delivers-action-plan-to-increase-protection-for-vulnerable-people-and-those-who-care-for-the.html</a>

Employer or Sector	Directives and Arrangements	Links
Community social services	- (See above)	<i>ibid.</i>
Liquor stores	<ul style="list-style-type: none"> <li>- Additional health and safety measures, reduced hours</li> <li>- Some are having to close because staff are not coming to work</li> </ul>	<a href="https://opseu.org/news/opseu-continues-to-call-on-the-lcbo-to-be-a-leader-in-protecting-workers-and-the-public/104455/">https://opseu.org/news/opseu-continues-to-call-on-the-lcbo-to-be-a-leader-in-protecting-workers-and-the-public/104455/</a> Information shared on NUPGE conference call - OPSEU
	- LCBO office staff have been redeployed to retail, distribution sites	Information shared on NUPGE conference call - OPSEU
Municipal workers	<ul style="list-style-type: none"> <li>- Government emergency order provides municipalities and District Social Service Administration Boards with flexibility to offer reassignments to certain staff to where there is local need, including child care, by-law enforcement, and public health services</li> <li>- Employers are responsible for ensuring any staff reassigned to new duties have required training and skills</li> </ul>	<a href="https://news.ontario.ca/opo/en/2020/04/ontario-takes-further-action-to-protect-vulnerable-people-from-covid-19.html">https://news.ontario.ca/opo/en/2020/04/ontario-takes-further-action-to-protect-vulnerable-people-from-covid-19.html</a>

**COVID-19 Pandemic: Employment-related emergency measures:  
Nova Scotia**

<b>Employer or Sector</b>	<b>Directives and Arrangements</b>	<b>Links</b>
General	- Employers cannot require a doctor's note if an employee must be off work. (March 18)	<a href="https://novascotia.ca/news/release/?id=20200318004">https://novascotia.ca/news/release/?id=20200318004</a>
	- The providers who are exempt from social distancing requirement and gathering limit include Nova Scotia Health Authority employees, IWK Health Centre employees, physicians and nurse practitioners, DHW-funded home support agencies and VON, nursing homes, and residential care facilities.	<a href="https://nsgeu.ca/home_page/state-of-emergency-update/21399/">https://nsgeu.ca/home_page/state-of-emergency-update/21399/</a>
	- Worker Emergency Bridge Fund: one-time payment of \$1,000 to bridge the gap between layoffs and closures and the federal government CERB	<a href="https://novascotia.ca/coronavirus/worker-emergency-bridge-fund/">https://novascotia.ca/coronavirus/worker-emergency-bridge-fund/</a>



Employer or Sector	Directives and Arrangements	Links
Provincial government	<ul style="list-style-type: none"> <li>- All public sector workers who travel outside of Canada will be required to self-isolate for 14 days upon their return.</li> <li>- This applies to all public sector workers: health care workers in acute and community care, including those who work at private facilities that are publicly-funded, civil servants, and teachers.</li> <li>- It also includes children in public schools and in regulated child care centres who have travelled with their families, even if their parents or caregivers are not public sector employees.</li> <li>- Anyone who can work from home is expected to do so.</li> <li>- Anyone affected by this decision will not be without pay as a result.</li> <li>- (Encouraging the private sector to follow the same protocol)</li> </ul>	<p><a href="https://nsgeu.ca/home_page/a-message-to-members-re-covid-19/21357/">https://nsgeu.ca/home_page/a-message-to-members-re-covid-19/21357/</a></p> <p><a href="https://novascotia.ca/news/release/?id=20200313002">https://novascotia.ca/news/release/?id=20200313002</a></p>
Health care	<ul style="list-style-type: none"> <li>- Retired and other nurses being brought into the system to assist with 811 staffing (March 18)</li> </ul>	<p><a href="https://novascotia.ca/news/release/?id=20200318004">https://novascotia.ca/news/release/?id=20200318004</a></p>

Employer or Sector	Directives and Arrangements	Links
	<ul style="list-style-type: none"> <li>- Employers can require health care workers to return from a modified work week to regular hours if operational requirements demand it.</li> <li>- NSGEU members who work in continuing care are being asked to suspend their modified work weeks during the pandemic.</li> <li>- Public Health asked for volunteers to return to regular hours.</li> </ul>	<a href="https://nsgeu.ca/home_page/message-to-health-care-workers-on-modified-work-weeks/21408/">https://nsgeu.ca/home_page/message-to-health-care-workers-on-modified-work-weeks/21408/</a>
	<ul style="list-style-type: none"> <li>- The province has sought a legal opinion on what the state of emergency allows it to do regarding reassignment.</li> </ul>	(Information provided on NUPGE conference call - NSGEU)
	<p>Good Neighbour Protocol signed by government and all health care unions, including NSGEU:</p> <ul style="list-style-type: none"> <li>- Protects workers' rights should they be redeployed and ensures they will be properly compensated and protected</li> <li>- Applies to workers and volunteers</li> <li>- Redeployments can only occur on a voluntary basis and can only occur during the declared state of emergency</li> </ul>	<a href="https://nsgeu.ca/home_page/redeployment-the-good-neighbour-protocol/21451/">https://nsgeu.ca/home_page/redeployment-the-good-neighbour-protocol/21451/</a>

Employer or Sector	Directives and Arrangements	Links
	Nova Scotia Health Authority employees who work in patient care areas will now be provided with a surgical or procedural mask, beginning April 7.	<a href="https://covid19hub.nshealth.ca/blog/Coronavirus-Update-32-April-7-2020">https://covid19hub.nshealth.ca/blog/Coronavirus-Update-32-April-7-2020</a>
	Redeployment of Nova Scotia Health Authority staff - Applies to all staff, whether permanent or temporary, unionized or non-unionized, or contract	<a href="https://novascotia.ca/coronavirus/alerts-notice/Ministerial-Directive-NSHA.pdf">https://novascotia.ca/coronavirus/alerts-notice/Ministerial-Directive-NSHA.pdf</a>
	The Ministerial order on redeployment is being contested	Information shared on NUPGE conference call - NSGEU
	Online hub for latest memos, guidelines, etc.	<a href="https://covid19hub.nshealth.ca/new">https://covid19hub.nshealth.ca/new</a>
	Collection strategy for possible future reprocessing of N95 respirators	<a href="http://policy.nshealth.ca/Site_Published/covid19/document_render.aspx?documentRender.IdType=6&amp;documentRender.GenericField=&amp;documentRender.Id=79007">http://policy.nshealth.ca/Site_Published/covid19/document_render.aspx?documentRender.IdType=6&amp;documentRender.GenericField=&amp;documentRender.Id=79007</a>
	Health care worker masking guidelines	<a href="http://policy.nshealth.ca/Site_Published/covid19/document_render.aspx?documentRender.IdType=6&amp;documentRender.GenericField=&amp;documentRender.Id=77988">http://policy.nshealth.ca/Site_Published/covid19/document_render.aspx?documentRender.IdType=6&amp;documentRender.GenericField=&amp;documentRender.Id=77988</a>

Employer or Sector	Directives and Arrangements	Links
	<p>Essential Health Care Workers Program: health care workers will receive a bonus of up to \$2,000 after a 4-month period, beginning March 13.</p> <ul style="list-style-type: none"> <li>- Eligible employees: those who work in Nova Scotia Health Authority, IWK Health Centre, long-term care, home care and in-home support, and emergency health services. Employees who volunteered to be redeployed to an outbreak facility will also be eligible. Full-time, part-time, and casual workers, and cleaning staff, are eligible</li> <li>- \$13.4 million in provincial funding, \$80.5 million in federal funding</li> </ul>	<p><a href="https://novascotia.ca/news/release/?id=20200507004">https://novascotia.ca/news/release/?id=20200507004</a></p> <p><a href="https://nsgeu.ca/home_page/response-to-essential-health-care-workers-program/21613/">https://nsgeu.ca/home_page/response-to-essential-health-care-workers-program/21613/</a></p>
Long-term care	<ul style="list-style-type: none"> <li>- Active screening of staff, residents</li> <li>- Cohorting of staff, residents (April 6)</li> </ul>	<p><a href="http://policy.nshealth.ca/Site_Published/covid19/document_render.aspx?documentRender.IdType=6&amp;documentRender.GenericField=&amp;documentRender.Id=77877">http://policy.nshealth.ca/Site_Published/covid19/document_render.aspx?documentRender.IdType=6&amp;documentRender.GenericField=&amp;documentRender.Id=77877</a></p>
	-Staff are still being asked to work at multiple sites owned by one employer.	Information shared on NUPGE conference call - NSGEU
	Staff are now to wear procedural/surgical masks when working with patients/participants. Staff are issued one mask per day and a second will be issued by the supervisor only if it is soiled.	Information shared on NUPGE conference call - NSGEU

Employer or Sector	Directives and Arrangements	Links
	Emergency plan in response to the outbreak at Northwood facility	<a href="https://novascotia.ca/news/release/?id=20200419003">https://novascotia.ca/news/release/?id=20200419003</a> <a href="https://nsgeu.ca/media-releases/media-release-immediate-action-required-to-protect-seniors-workers-at-northwood-manor/21550/">https://nsgeu.ca/media-releases/media-release-immediate-action-required-to-protect-seniors-workers-at-northwood-manor/21550/</a>
	Principles for decision-making in long-term care (May 5)	<a href="http://policy.nshealth.ca/Site_Published/covid19/document_render.aspx?documentRender.IdType=6&amp;documentRender.GenericField=&amp;documentRender.Id=79079">http://policy.nshealth.ca/Site_Published/covid19/document_render.aspx?documentRender.IdType=6&amp;documentRender.GenericField=&amp;documentRender.Id=79079</a>

Employer or Sector	Directives and Arrangements	Links
Home care	<ul style="list-style-type: none"> <li>- Government has directed all home care agencies to pay workers for any cancelled hours they are not able to replace within that day. Examples of instances include: employees arriving at a home where a client does not let them in; the employer has cancelled scheduled hours; employees are directed to self-isolate for 14 days.</li> <li>- Home care workers who feel unwell, have COVID-19, or are awaiting test results, should be compensated under sick leave policies in accordance with the collective agreement.</li> <li>- Home care workers that live in New Brunswick and regularly travel into Nova Scotia are exempt from self-isolation when crossing the border.</li> <li>- Agencies are requested to be flexible while workers secure alternative child care arrangements, including access to earned time banks, emergency leave, and family leave. When banks are exhausted, many employees have been placed on unpaid leaves.</li> </ul>	<a href="https://nsgeu.ca/home_page/home-care-update-2/21420/">https://nsgeu.ca/home_page/home-care-update-2/21420/</a>

Employer or Sector	Directives and Arrangements	Links
	<ul style="list-style-type: none"> <li>- Staff are now to wear procedural/surgical masks when working with patients/participants. Staff are issued one mask per day and a second will be issued by the supervisor only if it is soiled.</li> </ul>	Information shared on NUPGE conference call - NSGEU
	<ul style="list-style-type: none"> <li>- Directive to reduce services— impression is that this will allow government to redeploy staff to long-term care.</li> </ul>	<i>Ibid.</i>
Group homes	<ul style="list-style-type: none"> <li>- Staff are now to wear procedural/surgical masks when working with patients/participants. Staff are issued one mask per day and a second will be issued by the supervisor only if it is soiled.</li> </ul>	<i>Ibid.</i>
	<ul style="list-style-type: none"> <li>- If a resident contracts COVID-19, Department of Health and Community Services will take over the residence for a 2-week period (details are unclear).</li> </ul>	<i>Ibid.</i>
Schools	<ul style="list-style-type: none"> <li>-See above directive for public Employees</li> <li>-School closures extended to at least May 1. NSGEU members who work in schools, will be paid until then.</li> </ul>	Information shared on NUPGE conference call - NSGEU

Employer or Sector	Directives and Arrangements	Links
Liquor stores	<ul style="list-style-type: none"> <li>- Additional health and safety measures introduced</li> <li>- For workers who are self-isolating after return to the province: regular pay will continue for full timers; regular part timers (RPTs) will be paid for block hours and any additional hours will be averaged over the past 3 months; for casuals, hours will be averaged over the past 3 months.</li> <li>- Workers who feel sick must stay home and use sick leave. If they do not have access to sick leave, they can apply for sick leave EI.</li> </ul>	<a href="https://nsgeu.ca/home_page/health-and-safety-measures-for-members-working-for-nslc/21401/">https://nsgeu.ca/home_page/health-and-safety-measures-for-members-working-for-nslc/21401/</a>



**COVID-19 Pandemic: Employment-related emergency measures:  
Prince Edward Island**

<b>Employer or Sector</b>	<b>Directives and Arrangements</b>	<b>Links</b>
General	- Emergency Contingency Fund of \$25 million to support workers and small businesses who are affected - details to come. (March 16)	<a href="https://www.princeedwardisland.ca/en/news/premier-announces-initial-financial-support-declares-public-health-emergency">https://www.princeedwardisland.ca/en/news/premier-announces-initial-financial-support-declares-public-health-emergency</a>
	- \$250 allowance for people working reduced hours and are not self-employed. (March 20)	<a href="https://www.cbc.ca/news/canada/prince-edward-island/pei-premier-cabinet-evening-covid-19-update-1.5504870">https://www.cbc.ca/news/canada/prince-edward-island/pei-premier-cabinet-evening-covid-19-update-1.5504870</a>
	- Emergency Income Relief Fund for the Self-Employed: maximum of \$500 per week for the period of March 16 to March 29, 2020 (to be reviewed)	<a href="https://www.princeedwardisland.ca/en/service/emergency-income-relief-self-employed">https://www.princeedwardisland.ca/en/service/emergency-income-relief-self-employed</a>

Employer or Sector	Directives and Arrangements	Links
	<p>Income Support Fund</p> <ul style="list-style-type: none"> <li>- Available to an individual who has lost their job or has been laid off on or after March 13 due to COVID-19; or an individual whose EI benefits have expired and they have no job to return to due to COVID-19; or a self-employed individual who has lost all revenues through self-employment on or after March 13 due to COVID-19 and has not already accessed the Emergency Income Relief Fund for the Self-Employed; and have applied (or plan to apply) for support through the federal government</li> <li>- A one-time lump sum payment of \$750 effective March 13 to April 30 (taxable income)</li> </ul>	<p><a href="https://www.princeedwardisland.ca/en/service/covid-19-income-support-fund">https://www.princeedwardisland.ca/en/service/covid-19-income-support-fund</a></p>
	<ul style="list-style-type: none"> <li>- As of March 21, anyone who enters PEI from anywhere in the world, including other provinces, should self-isolate for 14 days. Exceptions made for essential workers.</li> </ul>	<p><a href="https://www.cbc.ca/news/canada/prince-edward-island/pei-covid-19-monday-march-23-1.5506436">https://www.cbc.ca/news/canada/prince-edward-island/pei-covid-19-monday-march-23-1.5506436</a></p>
	<ul style="list-style-type: none"> <li>- Anyone who has been laid off is eligible for a \$100 Sobeys gift card through a joint program with the government. (March 24)</li> </ul>	<p><a href="https://www.princeedwardisland.ca/en/news/province-announces-additional-supports-for-individuals-and-families">https://www.princeedwardisland.ca/en/news/province-announces-additional-supports-for-individuals-and-families</a></p>

Employer or Sector	Directives and Arrangements	Links
	<p>COVID-19 Incentive to Support Essential Workers:</p> <ul style="list-style-type: none"> <li>- Temporary wage top-up for essential service workers who have been working through the pandemic and earn less than \$3,000 per 4-week period</li> <li>- One-time payment of \$1,000 through their employers, who must apply</li> <li>- \$16.7 million in provincial funding</li> </ul> <p>Eligibility:</p> <ul style="list-style-type: none"> <li>- Resident of PEI for at least 6 months and legally authorized to work in Canada;</li> <li>- Employed in any business or organization providing “essential services” as defined by the chief medical health officer as of May 11;</li> <li>- Earn \$3,000 per month or less (gross) in a consecutive 4-week period during program period (April 6 to July 26);</li> <li>- Have an hourly wage of \$18.75 per hour or less; AND</li> <li>- Have worked a minimum of 60 hours during the consecutive 4-week period selected</li> </ul>	<p><a href="https://www.princeedwardisland.ca/en/news/province-announces-support-for-essential-workers-small-business-and-fisheries">https://www.princeedwardisland.ca/en/news/province-announces-support-for-essential-workers-small-business-and-fisheries</a></p> <p><a href="https://www.princeedwardisland.ca/en/news/province-outlines-plans-child-care">https://www.princeedwardisland.ca/en/news/province-outlines-plans-child-care</a></p>

Employer or Sector	Directives and Arrangements	Links
Provincial government	<ul style="list-style-type: none"> <li>- Departments and agencies directed to move to essential services and to identify staff to deliver them</li> <li>- Directing all provincial government employees who can work from home to do so for at least two weeks</li> <li>- Providing special leave for those without access to child care and for staff who are required to self-isolate</li> </ul>	<a href="https://www.princeedwardisland.ca/en/news/premier-announces-initial-financial-support-declares-public-health-emergency">https://www.princeedwardisland.ca/en/news/premier-announces-initial-financial-support-declares-public-health-emergency</a>
	<ul style="list-style-type: none"> <li>- Unions are working on a letter of agreement on redeployment.</li> </ul>	Information shared on NUPGE conference call - UPSE

Employer or Sector	Directives and Arrangements	Links
Health care	<ul style="list-style-type: none"> <li>- Workers in departments deemed non-essential may be reassigned. Should there be no immediate work available in their service area, they may be sent home with pay.</li> <li>- Health care workers will be screened when returning from travel within Canada, but are exempt from the 14-day isolation period and do not need to self-isolate if they have no symptoms.</li> <li>- Employees returning from travel outside Canada before March 8 do not need to self-isolate. If travel was after March 8, they must self-isolate for 14 days (i.e. not exempt).</li> <li>- If a member of the employee's household has travelled and is not showing symptoms, the employee does not need to self-isolate. If a member of the household needs to self-isolate, only the individual needs to self-isolate if they can ensure at all times, appropriate social distancing, enhanced cleaning, etc. If not all members of the household can meet these requirements, all members are to self-isolate for 14 days.</li> </ul> <p>(Updated April 8)</p>	<p><a href="https://www.princeedwardisland.ca/en/information/health-and-wellness/covid-19-and-health-care-workers-frequently-asked-questions">https://www.princeedwardisland.ca/en/information/health-and-wellness/covid-19-and-health-care-workers-frequently-asked-questions</a></p>

Employer or Sector	Directives and Arrangements	Links
	<ul style="list-style-type: none"> <li>- If workers who are asymptomatic are required to self-isolate, they will be placed on paid administrative leave, including casuals.</li> <li>- Some may have the option to work from home.</li> <li>- If they are symptomatic, paid administrative leave ends and sick leave begins as outlined in the CA.</li> <li>- Health care workers who are symptomatic and are without adequate sick leave can take unpaid leave. While on unpaid leave, staff can access any vacation, stat, or overtime banks.</li> <li>- Health care workers without sick leave (including casuals) may be eligible for EI benefits.</li> </ul>	<i>Ibid.</i>
Long-term care	<ul style="list-style-type: none"> <li>- Guidelines for long-term care facilities on infection prevention and control</li> <li>- If there is a COVID-19 case in a facility, staff who are employed in more than one facility, should not move from a COVID-19 facility to a non-COVID-19 site.</li> <li>- Facility management must identify all staff who work in more than one location and ensure efforts are made to prevent this, where possible, to limit spread.</li> </ul>	<a href="https://www.princeedwardisland.ca/sites/default/files/publications/pei_guidelines_for_the_management_and_control_of_covid-19_in_ltc.pdf">https://www.princeedwardisland.ca/sites/default/files/publications/pei_guidelines_for_the_management_and_control_of_covid-19_in_ltc.pdf</a>

Employer or Sector	Directives and Arrangements	Links
Liquor stores	<ul style="list-style-type: none"> <li>- Phased-in reopening of some liquor stores with extra precautions (e.g. social distancing)</li> <li>- Concerns about privatization threats in the future</li> </ul>	Information shared on NUPGE conference call - UPSE
Essential services	<ul style="list-style-type: none"> <li>- Information on what is deemed essential services (March 28)</li> <li>- Essential workers from out of province do not need to self-isolate for 14 days upon arrival in PEI before beginning work.</li> </ul>	<a href="https://www.princeedwardisland.ca/en/information/health-and-wellness/essential-and-non-essential-services">https://www.princeedwardisland.ca/en/information/health-and-wellness/essential-and-non-essential-services</a>  <a href="https://www.princeedwardisland.ca/en/information/health-and-wellness/essential-workers-from-out-of-province-guidance">https://www.princeedwardisland.ca/en/information/health-and-wellness/essential-workers-from-out-of-province-guidance</a>
Seasonal workers	<ul style="list-style-type: none"> <li>- Province has said that all seasonal recall members will be rehired. All of the winter crew has been kept on until the end of their term.</li> </ul>	Information shared on NUPGE conference call - UPSE

**COVID-19 Pandemic: Employment-related emergency measures:  
New Brunswick**

<b>Employer or Sector</b>	<b>Directives and Arrangements</b>	<b>Links</b>
General	- Provincial aid for workers or self-employed people who have lost their job: one-time \$900 income benefit administered through the Red Cross	<a href="https://www.cbc.ca/news/canada/new-brunswick/roundup-covid-19-coronavirus-1.5507804">https://www.cbc.ca/news/canada/new-brunswick/roundup-covid-19-coronavirus-1.5507804</a>
	- People returning from travel to other provinces must now self-isolate for 14 days upon return, with exceptions for people providing essential services like trucking, health care, and law enforcement.	<a href="https://www.cbc.ca/news/canada/nova-scotia/nova-scotia-to-provide-covid-19-update-sunday-march-22-1.5505859">https://www.cbc.ca/news/canada/nova-scotia/nova-scotia-to-provide-covid-19-update-sunday-march-22-1.5505859</a>
	<ul style="list-style-type: none"> <li>- \$4.5 million investment for workers who have recently become unemployed to bridge the gap until federal benefits take effect.</li> <li>- Legislative and regulatory amendments will be introduced to provide job protection for workers who must take a leave of absence due to COVID-19. It will allow an unpaid leave of up to 15 weeks for those who are sick or caring for someone with the virus.</li> <li>- Elimination of interest on WorkSafeNB assessment premiums for 3 months</li> </ul>	<a href="https://www2.gnb.ca/content/gnb/en/news/news_release.2020.03.0157.html">https://www2.gnb.ca/content/gnb/en/news/news_release.2020.03.0157.html</a>



Employer or Sector	Directives and Arrangements	Links
	<p>Top-up funding for front-line workers:</p> <ul style="list-style-type: none"> <li>- Approximately \$500 per month for 16 weeks</li> <li>- Eligible workers: early learning and child care (ELCC), home support, special care homes, community residences and group homes, homeless shelters and food banks, domestic violence outreach and transition homes</li> <li>- Workers must earn \$18 per hour or less to be eligible</li> <li>- Top-up will be paid by employers every 4 weeks, except in ELCC facilities, which will split first and last payments to align with existing payment schedules. Workers will be paid retroactively from March 19 to July 9 (May 19 for ELCC facilities)</li> </ul>	<p><a href="https://www2.gnb.ca/content/gnb/en/corporate/promo/covid-19/news/news_release.2020.05.0290.html">https://www2.gnb.ca/content/gnb/en/corporate/promo/covid-19/news/news_release.2020.05.0290.html</a></p>

Employer or Sector	Directives and Arrangements	Links
	Amendments to wage top-up program: program now includes private sector home care support workers and early learning and child care enhanced support workers who provide direct care	<a href="https://www2.gnb.ca/content/gnb/en/news/news_release.2020.07.0399.html">https://www2.gnb.ca/content/gnb/en/news/news_release.2020.07.0399.html</a>

Employer or Sector	Directives and Arrangements	Links
New Brunswick Provincial Government	<ul style="list-style-type: none"> <li>- While all non-essential government services are shut down, all public service workers in critical functions remain on the job.</li> <li>- Some are working from home, others are awaiting further instruction.</li> <li>- Labour mobility agreement between the government and unions (including NBU): Non-critical services employees may be reassigned or redeployed to help in critical areas. Everyone is being paid, including casuals, part-time staff, and those asked to “stand down” and await deployment, and those who need to care for children because of school or daycare closures. (March 17)</li> </ul>	<p><a href="http://nbu.ca/index.php?option=com_k2&amp;view=item&amp;id=4013:message-from-nbu-president-susie-proulx-daigle-re-covid-19&amp;Itemid=136&amp;lang=en">http://nbu.ca/index.php?option=com_k2&amp;view=item&amp;id=4013:message-from-nbu-president-susie-proulx-daigle-re-covid-19&amp;Itemid=136&amp;lang=en</a></p> <p><a href="https://nb.cupe.ca/2020/03/17/covid-19-cupe-members-ready-to-be-redeployed-and-reassigned/">https://nb.cupe.ca/2020/03/17/covid-19-cupe-members-ready-to-be-redeployed-and-reassigned/</a></p>
	<ul style="list-style-type: none"> <li>- Mobility agreement has been extended until the end of May</li> </ul>	Information shared on NUPGE conference call - NBU

Employer or Sector	Directives and Arrangements	Links
Health care	<ul style="list-style-type: none"> <li>- Regulated health professionals are prohibited from providing in-person services except those services they deem essential for the health and wellbeing of their clients.</li> <li>- Unregulated health service providers, with the exception of those that are providing direct support to regulated health services providers, are prohibited from seeing clients/patients. This does not apply to home support workers.</li> </ul>	<a href="https://www2.gnb.ca/content/dam/gnb/Corporate/pdf/EmergencyUrgence19.pdf">https://www2.gnb.ca/content/dam/gnb/Corporate/pdf/EmergencyUrgence19.pdf</a>
	<ul style="list-style-type: none"> <li>- Updated testing guidelines: Health care workers and staff that are symptomatic and provide direct patient contact should be tested regardless of travel history, and they should stay off work and self-isolate until test results are negative. (March 30)</li> </ul>	<a href="https://www2.gnb.ca/content/dam/gnb/Departments/h-s/pdf/testingHCworkersstaffDepistagetravailleursante.pdf">https://www2.gnb.ca/content/dam/gnb/Departments/h-s/pdf/testingHCworkersstaffDepistagetravailleursante.pdf</a>

Employer or Sector	Directives and Arrangements	Links
Essential services	- Management of essential service should follow the recommended 14-day self-isolation after travel guidance as far as practical and establish thresholds where the delivery of the essential services can no longer be delivered and then make decisions to waive individual workers from the self-isolation protocol based on an overall risk assessment.	<a href="https://www2.gnb.ca/content/dam/gnb/Departments/h-s/pdf/Essentialworkforce.pdf">https://www2.gnb.ca/content/dam/gnb/Departments/h-s/pdf/Essentialworkforce.pdf</a>
Schools	- For first two weeks of school closures, there will be no department-mandated educational programming (March 17)	<a href="https://www.cbc.ca/news/canada/new-brunswick/covid-19-schools-no-homework-1.5499572">https://www.cbc.ca/news/canada/new-brunswick/covid-19-schools-no-homework-1.5499572</a>

**COVID-19 Pandemic: Employment-related emergency measures:  
Newfoundland and Labrador**

<b>Employer or Sector</b>	<b>Directives and Arrangements</b>	<b>Links</b>
General	<ul style="list-style-type: none"> <li>- Anyone arriving from outside the province is asked to self-isolate and monitor for symptoms for 14 days, even if there are no symptoms.</li> <li>- Provincial government will provide compensation to private sector employers to ensure continuation of pay for employees affected by this decision. Details to come.</li> <li>- Anyone who travels outside Canada after March 14 will not be eligible for compensation. (March 14)</li> </ul>	<a href="https://www.gov.nl.ca/releases/2020/exec/0314n02/">https://www.gov.nl.ca/releases/2020/exec/0314n02/</a>
	<ul style="list-style-type: none"> <li>- Exemptions to self-isolation requirement include “asymptomatic workers essential to the critical maintenance of the province’s infrastructure in trade, transportation, health care, fishing and aquaculture, hydro-electric, mining and oil and gas sectors.” In health care, this includes organ retrieval teams, medical flight specialists, and crew on any air ambulance.</li> <li>- When not working, these workers must otherwise self-isolate while in the province.</li> </ul>	<a href="https://www.gov.nl.ca/covid-19/files/Exemption-Order-March-25-2020.pdf">https://www.gov.nl.ca/covid-19/files/Exemption-Order-March-25-2020.pdf</a>

Employer or Sector	Directives and Arrangements	Links
	<p>Students Supporting Communities Program provides a \$3,500 grant to organizations that enables them to hire students to help seniors and vulnerable groups facing social isolation during the pandemic, including:</p> <ul style="list-style-type: none"> <li>- \$2,880 to hire a 30 hour/week position for 8 weeks at \$12/hour (could be 2 part-time positions)</li> <li>- \$432 for mandatory employment related costs</li> <li>- \$188 for incidentals</li> </ul>	<p><a href="https://www.gov.nl.ca/releases/2020/aesl/0515n04/">https://www.gov.nl.ca/releases/2020/aesl/0515n04/</a></p>
	<p>Starting June 8, the provincial government will begin gradually increasing the number of public service employees in physical workplaces.</p> <ul style="list-style-type: none"> <li>- Employees who have been identified to return to the workplace will be contacted by their supervisor to discuss the transition.</li> <li>- Training materials prepared to assist returning employees</li> <li>- Changes to program or service delivery will be issued as they occur. Online and telephone access to services by the general public is still preferred with urgent in-person matters by appointment only</li> </ul>	<p><a href="https://www.gov.nl.ca/releases/2020/fin/0604n05/">https://www.gov.nl.ca/releases/2020/fin/0604n05/</a></p>

Employer or Sector	Directives and Arrangements	Links
	Essential Worker Support Program - One-time payment to those in an identified essential worker position who fall within hours and income thresholds between March 15 and July 4 (details online) - Lump sum amount ranges from \$600 to \$1,500 - Cost-shared with the federal government	<a href="https://www.gov.nl.ca/releases/2020/exec/0615n04/">https://www.gov.nl.ca/releases/2020/exec/0615n04/</a>
Provincial government	- Provincial public sector employees affected by the travel-related self-isolation requirements will continue to be paid as usual. - Any public service employee who enters self-isolation who has the ability to work from home is expected to do so. (March 14)	<a href="https://www.gov.nl.ca/releases/2020/exec/0314n02/">https://www.gov.nl.ca/releases/2020/exec/0314n02/</a>
	- Continuing to expand the number of public service employees in the workplace as part of Level 2	<a href="https://www.gov.nl.ca/releases/2020/exec/0619n05/">https://www.gov.nl.ca/releases/2020/exec/0619n05/</a>
Health care	- Restrictions put in place (e.g., suspending non-urgent surgeries, visits) - Further information on services to be sent out by regional health authorities (March 15)	<a href="https://www.gov.nl.ca/releases/2020/health/0315n03/">https://www.gov.nl.ca/releases/2020/health/0315n03/</a>



Employer or Sector	Directives and Arrangements	Links
	<p><i>Good Neighbour Agreement</i> signed between government and health care unions, including NAPE and AAHP:</p> <ul style="list-style-type: none"> <li>- Includes provisions for compensation due to self-isolation, scheduling, assignment of duties, deployment of staff, and child care.</li> </ul>	<p><a href="https://www.nape.ca/article/good-neighbour-agreement-healthcare/">https://www.nape.ca/article/good-neighbour-agreement-healthcare/</a></p>
EMS and paramedics	<ul style="list-style-type: none"> <li>- Required screening of patients with COVID-19 symptoms</li> <li>- Guidelines for PPE and infection prevention and control</li> <li>- Guidance on post-contact information will now be provided by occupational health departments of the regional health authorities</li> <li>- Workers who have potential or known exposure to a patient being investigated for COVID-19 should contact health authorities. If a worker is required to be away from the workplace, an email will be sent to their manager and the worker with directions on self-isolation, remain off work, return to work, etc.</li> </ul>	<p><a href="https://www.gov.nl.ca/covid-19/files/EMR-and-Paramedicine-Provider-Information-April-14-2020.pdf">https://www.gov.nl.ca/covid-19/files/EMR-and-Paramedicine-Provider-Information-April-14-2020.pdf</a></p>

Employer or Sector	Directives and Arrangements	Links
Home care	<ul style="list-style-type: none"> <li>- Home support workers who are required to self-isolate can return to work after 14 days if they do not have flu-like symptoms. If they developed symptoms, consult Public Health.</li> <li>- Home support workers or Home Care Agency support staff who have symptoms, have travelled, attended a mass gathering, or been in contact with someone who has traveled or attended a mass gathering, should not come to work and should use the self-assessment tool.</li> <li>- Guidelines for caring for a client who has COVID-19 (including PPE)</li> </ul>	<a href="https://www.gov.nl.ca/covid-19/files/Key-Messages-Home-Care-and-COVID-19.pdf">https://www.gov.nl.ca/covid-19/files/Key-Messages-Home-Care-and-COVID-19.pdf</a>
Personal care homes and community care homes	<ul style="list-style-type: none"> <li>- Same as above, plus visitation restrictions</li> </ul>	<a href="https://www.gov.nl.ca/covid-19/files/Key-Messages-Personal-Care-Homes-Community-Care-Homes-and-COVID-19-03-23-2020.pdf">https://www.gov.nl.ca/covid-19/files/Key-Messages-Personal-Care-Homes-Community-Care-Homes-and-COVID-19-03-23-2020.pdf</a>
Liquor stores	<ul style="list-style-type: none"> <li>- Closed to the general public until further notice</li> <li>- Temporary service for ordering and pick-up of product at some liquor stores</li> <li>- Additional health and safety measures</li> <li>- Seems to be working well so far</li> </ul>	<a href="https://nliquor.com/nlcs-update-to-covid-19/">https://nliquor.com/nlcs-update-to-covid-19/</a>  Information shared on NUPGE conference call - NAPE



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*NATIONAL UNION OF PUBLIC AND GENERAL EMPLOYEES*

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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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