



# report

**Component  
Liquor Board  
Representatives  
Conference Call**

April 9, 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

**Liquor Board Representatives Conference Call**  
**April 9, 2020**  
**1:00 pm EDT**

## **PARTICIPANTS**

**BCGEU/NUPGE**

Kusam Doal  
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**SGEU/NUPGE**

Sharon Friess  
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**MGEU/NUPGE**

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**OPSEU/NUPGE**

Colleen MacLeod

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Mark Barrett

**NAPE/NUPGE**

Don Healey  
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**NUPGE**

Bert Blundon, Secretary-Treasurer  
Len Bush, Managing Director  
Andrew McNeill, National Representative  
Diane Fowles, Administrative Representative

## **Welcome and Introductions**

Participants introduced themselves.

### **1. Report from the National Union**

Bert Blundon, Secretary-Treasurer of NUPGE, spoke about how part of the discussion he and Larry Brown had today was what will happen once the pandemic is over.

A lot of the lessons have been learned about the importance of safety and social distancing and how we can do better, particularly in sectors where workers deal with a lot of people on a daily basis. This is important for liquor store workers who are on the front lines.

The virus itself is currently expected to be around for 2 or 3 years. This means changes to how governments, businesses, and other organizations operate, with liquor stores being in the middle of that new way of doing work.

The right-wing agenda has been somewhat silenced during the pandemic, with almost everyone recognizing the importance of government.

On a call with union leaders from 27 countries, it was obvious that countries with strong public sectors are doing much better than countries that have privatized services. As we look across the border, we don't need to look far to see the evidence of that.

After the crisis, it is a given that governments will be strapped for cash. This makes it all the more important to keep liquor stores public as a revenue generator and to stop any attempts to privatize them.

Part of the discussion about what will happen after the pandemic has been how to guard against privatization and promote public services. But in the immediate future, the priority is ensuring members are safe. Part of that work is allowing people to share what they've learned with calls such as this one.

### **2. Updates from Components**

#### **NAPE**

The distribution centre still has a day and evening shift, but the hours for each shift have been reduced. Workers are still being paid for full-time hours.

For retail, customers have to order online, or by phone, and are then given a pick-up time for their orders. Customers are not allowed near the shelves.

Only one customer at a time is allowed in the store. Only one cash is open, and there is plexiglass installed at the cash. Tap is the only form of payment accepted.

Larger stores will be opening one extra cash for the long weekend only. Where 2 customers are allowed into a store, there will be measures so customers do not see each other.

It was originally planned to open stores on Good Friday. Management was shamed into staying closed, but is extending hours on the Thursday and Saturday of the Easter weekend.

Retail staff are working 25 hours per week, but are being paid for 35 hours. Part-timers (20 and 40) are only getting their guaranteed hours and no additional hours.

The production facility is now making hand sanitizer. Usually it produces Screech, gin, and vodka. There are 2 shifts, with a maximum of 16 people per shift, including management. People are working 5-hour shifts, but are paid for full-time hours.

During the COVID-19 crisis, it was agreed to forgo the shift differential. This is seen as the lesser of 2 evils, given fears that pay could be reduced as a result of the reduced hours.

In response to questions, no one was laid off, except for TCI. Part-timers have reduced hours—part-time 20 or part-time 40 only. Full-timers are still all getting their full-time hours paid (normally 35 hours).

There is no control over how private retailers sell beer.

## **NSGEU**

A number of safety measures have been implemented over time.

At first, the NSLC moved to a no-cash rule, but that decision was reversed the next day after pressure from anti-poverty groups and the Bank of Canada. The current position is that credit cards and debit cards are preferred, with cash as a last resort.

This has led to some people refusing to accept cash, and the NSGEU is working with managers on this to ensure managers are mitigating risks for the individuals. In some stores, one lane is only for cash, but there have been issues with that, as some managers haven't handled this well due to lack of proper guidance by the NSLC on what to do in this type of situation.

Safety measures in place in stores:

- Gloves are provided.
- Hand sanitizers at each cash.
- Boxes are used to make counters physically larger.
- Plexiglass is supposed to be installed by end of April 9 at every cash in all stores.
- Customers are supposed to bag their purchases so those at cash do not have to touch items.
- Signage and floor markers are placed at the cash to promote social distancing.
- Security guards are at larger stores to control lines and maintain social distancing.
- Only 5 customers allowed in a store at any one time.
- In stores where cannabis is sold, outside 2 lines are used: one for cannabis, one for liquor.
- Enhanced cleaning is operative in stores.
- Changed signage to limit frequency of shopping trips to once per week—the same as for groceries
- Hours have been reduced from 10:00 am–7:00 pm, to 10:00 am–6:00 pm.
- 10:00–11:00 am is reserved for seniors and those at higher risk.
- Returns coming into stores and distribution centres from licensees (restaurants, etc. that have shut down) are being quarantined until they are safe to handle.

Workers in distribution centres usually work 8-hour shifts, with 3 shifts per day. Shifts have been reduced to 7 hours for full-timers, but they are still being paid for 8 hours. This is to ensure there is no overlap between shifts and that machinery can be wiped down and cleaning done between shifts. The NSGEU has signed a MOU allowing contract cleaners to come in during this time to help maintenance staff do a deeper clean at the distribution centre and head office.

There are workers in stores who have underlying medical conditions or are caring for someone with an underlying condition at home. The employer has been good at accommodating them for the most part, by having them work where they are away from customers, such as in the stock room.

3 smaller stores closed down in the Halifax area, as people were on leave, or as in one store, there was a case of COVID-19. The store where there was a case of COVID-19 was deep cleaned.

The NSGEU has agreed to an MOU allowing the NSLC to temporarily reassign people when their store closes down, which allows people to continue to work.

The NSLC had provided an enhanced pay benefit of \$1.50 per hour on hours worked. Under the collective agreement, full-timers had the \$1.50 per hour premium for work after 6 pm, but because of reduced hours, they weren't receiving it. This was in place for 2 weeks, but because health care workers weren't getting it, NSLC decided to end it.

However, it is being restored as of April 8 because of the loss of the evening premium, and that workers are not getting designate pay for being acting manager, and that there is no work on Sundays. The \$1.50 per hour premium applies to all workers.

Over 100 employees are off right now on unpaid leave of absence because of child care or underlying issues. Most will be applying for EI benefits.

Restaurants and local breweries are being allowed to deliver alcoholic beverages.

Agency stores were on reduced hours, but will be going back to regular hours.

In response to a question, people on unpaid leave can keep their benefits, but will be required to make repayment arrangements when they return to work. British Columbia is also doing this.

## **PEI UPSE**

5 stores are open. These are strategically placed around the province.

The stores that are open are operating on reduced hours. They are open from 10:00 am–6:00 pm, with the first hour limited to seniors and other at-risk customers.

Safety protocols in place at stores include—

- Only a few people are allowed in at once.
- Customers are not allowed near the shelves—they have to place their order at the front of the store, and workers get the products for them.
- There is security in stores to ensure social distancing is observed and that the number of people in the store is controlled.

There have been no calls from members with concerns, and things are running fairly smoothly. Stores are being cleaned throughout the day, with deep cleaning once a week.

Cannabis stores (4 in the province) have been closed, and only online retailing has been open. But opening cannabis stores in a similar fashion to the liquor stores is now being discussed.

Part of the rationale for keeping stores open is the issue of alcohol dependency. Private agency stores are not following safety protocols to the same extent as public stores.

In response to a question, so far, going back to the old system of having customers put in their orders and workers pulling the products is going well. There was a bit of a problem at the beginning, as there was a rush of people showing up, but that soon

ended when the chief medical officer came out with a directive to everyone, explaining how careful people need to be.

## **OPSEU**

### **PRIVATIZATION**

While Premier Doug Ford seems quite humbled and frightened right now, privatization of liquor stores remains a serious threat.

The Ontario government was in discussions with the Beer Store about getting beer into corner stores. However, instead of breaking the agreement with the Beer Store, they broke the OPSEU contract instead.

The Ontario government is allowing 200 new private agency stores. Many of these will be in convenience stores. This is in spite of language in the OPSEU collective agreement limiting the expansion of agency stores in the province.

OPSEU is doing the best they can with the Keep It Public campaign.

### **STORE HOURS**

There are no controls over the private stores, including no limits on the hours they can be open. However, the government quickly reduced the hours LCBO stores can be open.

When it was announced that stores would be closed on Mondays, the justification was that it would provide a day for them to be cleaned. That ended up not being the case. There were suspicions that the decision to close stores on Mondays was linked to the fact that Easter Monday is a paid holiday, when people who work are paid a premium.

Another issue with the decision to close stores on Mondays was that the collective agreement states schedules cannot be changed within a 7-day period. People were not given 7 days' notice. OPSEU is still in discussion with the employer about this, as people in stores are filing grievances like crazy.

### **COVID-19 CASES AND LEAVE PROVISIONS**

There have been 2 COVID-19 cases in retail. Thankfully, they were not serious cases, and the members are resting well and recovering.

There have also been a couple of scares. A few members were tested, but tests came back negative. When the people were being tested, because they were unwell, a couple of stores did close. People who had worked in close contact with the people being tested self-isolated.



At the Toronto Star building, where some members work, there was a positive case in the building, but not with an LCBO worker. OPSEU got a risk assessment done for members still working in the building.

The employer did pay workers who were self-isolating and the members who tested positive, so they did not have to use sick leave. This was good, as casuals do not have sick leave.

Early on, OPSEU asked the employer to consider compassionate leave. The collective agreement allows compassionate leave of up to 6 months, without approval of the Ontario government. Anything over 6 months needs approval. The employer is offering 32 paid hours to every employee, regardless of status, if they need compassionate leave to deal with the COVID-19 crisis. This additional time was offered to everyone, but the offer is for a limited period of time.

While the 32 hours did help some workers, it was not even enough to cover 14 days of self-isolation, so some people had to take unpaid time if they chose to self-isolate.

Workers can use vacation time for family responsibilities, but are not allowed to use sick-leave credits because they are not sick. This means workers with family responsibilities are forced to use their vacation time.

#### **CALL TO RESTORE COUNTER STORES**

OPSEU has called for counter stores to be brought back. Many years ago, there were counter stores, where the public went to a counter at the front of the store to place their order and only workers could access the shelves.

The suggestion that OPSEU made on March 6 was to close most of the stores to the public immediately because of the risk of community transmission. Instead, a table would be put at the door, and stores would revert back to counter store operations until they could figure out how to put measures in place to make stores safe.

#### **IN-STORE SAFETY MEASURES BEING IMPLEMENTED**

On March 12, all in-store tastings were canceled. At warehouses, all outside access to the building was stopped. Any nonessential visits stopped immediately, including no outside sales or trade reps in warehouses and stores.

Customers are still bringing reusable bags into stores, but employees no longer have to pack or touch them. They have to be packed by customers themselves.

Some members who are immunocompromised, or have underlying health conditions, have recommendations from their doctors that they wear masks. The employer said no initially, and as late as March 12, was still sending workers home for wearing masks.

Once there was an announcement by the chief medical officer that non-medical masks could be worn, the employer agreed, and now members can use them. Non-medical masks are encouraged because they don't want to take medical masks out of the health care system, as there has been a shortage.

The employer has sourced face shields (not medical masks) and has ordered 9,000. Every employee will get one. It is not mandatory for employees to wear them, but everyone will have the option of wearing these on the floor, or at the cash.

OPSEU also got the employer to start an ongoing check-in on all of the stores that reported shortages of hand-cleaning supplies, hand sanitizer, disinfectant, etc. There were stores that were watering down hand sanitizer and using vinegar and water to clean. It took a couple of days, but the employer did source products and got them out to stores in a week.

The shortage of gloves was resolved on March 18, and the employer is checking on store supplies of hand sanitizer, cleaning products, and latex gloves to ensure that they are available.

Because of the harsh effect of the increased use of disinfectants and hand sanitizer, OPSEU has asked the employer to supply hand lotion in stores. The employer has a vendor and will be getting it out to stores when possible.

The employer had to be pushed on signage in stores, because LCBO management seemed to feel the appearance of stores was more important than the safety of workers and the public. Individual stores were following the example of other retail stores and doing things like using duct tape to mark where people should stand to ensure proper social distancing. The employer agreed to this initially, but then sent out a memo instructing stores to take the tape off floors because it was unsightly. The tape was supposed to be replaced by decals, but the decals are hard to see because they aren't bright enough.

There was also a struggle with the employer over installing plexiglass at cash registers. It was necessary to embarrass the employer in public. Plexiglass is now being installed at every other cash—and only every other cash is being used to comply with social distancing.

At stores with security, security guards are managing the outside lineups. Security in stores was increased by 20%. That is not enough for all stores, so at some of the stores, workers are managing the lines themselves and doing crowd control. Some members are experiencing threats of violence. The employer has now got 3 vendors instead of one supplying security, but that still isn't enough to cover all stores.

OPSEU has asked about closing store washrooms to the public, but the employer isn't accepting this proposal as they have an agreement with the Crohn's and Colitis

Foundation. Instead workers are asked to use discretion when asked and washrooms need to be cleaned immediately after use.

#### **CASH**

Stores are still accepting cash. The Bank of Canada was clear and said stores have to take cash. Customers are encouraged to use tap with credit or debit card, but it's understood that some vulnerable people in society only have cash. The employer did look at limiting cash to one register in store, but that causes some dissent in the workplace, with arguments among members regarding who should work that register. The decision was that if risk was spread out, that would be best.

#### **HEAD OFFICE**

On March 13, everyone at the LCBO head office who could work from home was told they were allowed to do so.

#### **WAREHOUSES**

Water fountains were shut off in warehouses, but members weren't made aware of that plan and had no access to water. It took a few days for water to be sent to facilities where water fountains were shut off.

An MOU on fixed terms was entered into. The warehouses are very busy, and, as a result of staffing levels, they were falling behind. The contract allows the employer to hire fixed-term employees as of April 1. The employer asked 2 weeks prior if they could bring them in 10 days early. The result was an MOU to protect employees' overtime for those who wanted it, and to ensure fixed-term employees coming in had extensive training on new procedures regarding COVID-19 and additional cleaning processes.

#### **CLOTHING**

There will be no more sharing of cold coats and safety vests. In the warehouse, all members will be getting their own safety vest. The cold coats and carry-out coats in the stores will be cleaned daily.

#### **LABOUR-MANAGEMENT COMMUNICATIONS**

Labour-management meetings are now 3 times a week by phone. Phone meetings are approximately 1.5 hours. Calls include OPSEU elected officers and staff and senior managers from the LCBO.

Before COVID-19, meetings were quarterly, with unofficial phone calls every 2 weeks.

The employer is providing a lot of information about violence in the workplace and working with Morneau Shepell (employee family and assistance program). Information is going out to members about stress in the workplace and dealing with crisis. OPSEU has spoken with the employer about a way to activate the health group trauma team without face-to-face meetings in stores. OPSEU is also having local presidents reach out when a member tests positive.

### **ONLINE ORDERS**

There has been a large increase in e-commerce orders. There is a concern about what happens if this is a long-term shift. While members in Toronto are doing the e-commerce orders, an increase could pull sales from smaller stores.

### **HAZARD PAY AND BENEFITS**

The employer was asked about hazard pay, similar to the additional \$2 per hour workers at grocery stores get, but the request was denied.

The question of whether people who are off without pay can receive benefits is being looked into right now. The issue of topping up incomes for people on EI has also come up.

### **MGEU**

Issues the MGEU is facing are the same as in other provinces.

At stores, controlled entrances are still being rolled out. With controlled entrances, security guards are asking for ID and controlling when people enter the store. Stores can be locked down as well. So far it is in place in 21 out of 36 Winnipeg stores. Rope lines are being added outside stores to keep people apart.

Customers are doing their own bagging, and are being asked to turn bottles, so workers can scan the bottles without having to touch them.

170 plexiglass shields are being installed at cash registers, with the final ones going in today.

Hours for stores have been reduced, with stores closing at 8:00 pm, instead of 10:00 pm or 11:00 pm.

Limits on how many people are allowed into stores are based on store size. Social distancing stickers are being used (management didn't like tape on floors).

6,500 disposable masks have been ordered for workers in retail and front-line distribution centres, and cloth masks are being manufactured. These will be issued to workers, but are optional.

All workers will need to answer 5–6 questions before coming in to work. The employer had considered requiring that workers take their temperatures before coming in. However, there were concerns about who was qualified to take temperatures, so this was dropped.

There has been discussion of a customer questionnaire, but how this would work hasn't been sorted out. Workers can refuse service to anyone who says they have COVID-19, who should be in self-isolation, or who is not respecting social distancing

Curbside delivery is being looked at, but it is not a preferred option. Plans are being put in place in case it is necessary.

The shutting down of casinos has meant 30 casino cleaning staff have been reassigned to liquor stores, as have casino security guards.

A distiller is making hand sanitizer for stores.

There has been an increase in home delivery. Short-term permission has been given for laid-off casino workers to help with the work. Priority for this work was given to MGEU members at casinos.

The attendance management program is suspended, but there has been less success in getting hazard pay.

Restaurants are being allowed to deliver alcohol, but it is expected to have less of an impact than feared, as restaurants will still be charging restaurant prices.

There has been one confirmed COVID-19 case in a store. The store was closed down for 2 days for deep cleaning. Workers were asked call the health line and most were told to self-isolate. Workers were paid for one day when the store was closed, but now have to use sick time and vacation time.

Those who don't want to work have to take a leave of absence. Part-timers do not get vacation time, as it is paid on every cheque. Those who are not sick, who are immunocompromised, or who have child care issues, will have to take a leave of absence and benefits will be denied. Workers have 5 days of paid family leave, which can be used for day care.

A hazard pay top-up has been a non-starter.

The MGEU has asked for 10 additional days of sick leave when workers are sent home for a workplace incident, as it is not their own fault. The employer has not agreed to this.

The MGEU is having biweekly meetings with the Vice-President of Liquor Operations, the Director of Liquor stores and the Director of HR. These meetings have been very useful.

There has been a crackdown on workers complaining on social media about the liquor stores. The employer said people would be disciplined.

Management will not let workers refuse cash. There was a situation where cash was refused when a customer licked a thumb before handling the cash.

Three-quarters of the members are part-time. Some part-time workers in rural areas also work in personal care homes as second jobs. Care homes are saying they have to choose between their liquor store and personal care jobs.

Liquor store workers are wondering why they are essential and are calling for stores to close.

## **SGEU**

Store hours have been reduced, with stores closing at 8:00 pm, instead of 9:00 pm (except Sundays).

Plexiglass was installed in stores after 2 to 3 weeks. It has been very successful.

The number of customers allowed in stores has been reduced, depending on the size of the store. There is some doubt as to whether this is the proper approach, as the limit does not appear to factor in that workers are also in the stores.

Workers are responsible for enforcing social distancing at checkouts and elsewhere because security guards are only present on the weekend.

Staff are supposed to clean as many surfaces as possible every hour. Supplies have been limited but are hopefully coming back in stock.

There has been no request for masks, but gloves are used and are supplied. There has been debate about whether gloves are essential, or if they actually help the staff.

Customers get products from the shelves, with products scanned through the plexiglass. Staff are trying to get customers to do their own bagging, although that can become a mess, as some customers don't have the ability to handle paper bags.

Workers have been allowed to stay home if immunocompromised. But they will not be paid. Some workers are being allowed to use sick leave if they feel their health is being compromised because of current medical issues.

Customers are still allowed to use cash in most cases. There was a question about whether there was a ruling on the use of cash from the Bank of Canada.

An increase in the tap limit on debit and credit cards is being looked at. A cautionary note was sounded, based on the experience in Ontario: the LCBO increased tap limits and told customers unlimited taps were permitted, but people still have limits on their

own bank cards and credit cards, and that is causing problems for front-line staff who have to explain that to the public.

No returns of either empties or unused bottles are being accepted.

The Saskatchewan government is allowing restaurants to sell and deliver alcohol at restaurant pricing to try to help restaurants stay afloat. It is hard to say if it will affect liquor stores. Right now, liquor sales are the only thing making money for restaurants, so it could continue for a while. SGEU has been told that this measure is only meant to be in place until the end of the crisis—but the government did not put this in writing.

There is no current information on what safety measures the private stores are taking.

At the distribution centre, there are 2 shifts, with a break in between. There is space between people in the locker room. Coffee breaks are being taken at different times, and the board room has been opened up for lunches to allow for social distancing. Machines are being wiped down between shifts. The centre is very busy and has hired new employees.

Head office employees are all working from home.

SGEU's priority was avoiding temporary layoffs as much as possible, so the issue of top-up pay has not been raised.

SGEU has raised the issue of benefits during layoffs, but is still waiting for a response.

## **BCGEU**

Safety measures at BC liquor stores are similar to what has already been discussed, such as decals in the stores, and decals on the floor for social distancing.

The suspension of empty-container returns was a big issue and hard to get. The liquor board supported the measure, but the BC government was opposed, due to the recycling law and the suggestion that there was a low risk of transmission. The BCGEU pushed hard and was able to get empty-container returns suspended.

There are limits to how many people are allowed in stores. Guidelines were needed, as otherwise managers would do their own thing. Unfortunately, the numbers head office put out for how many people are allowed in stores looked at the total square footage, but didn't factor in space taken up by the tills and structures on the floors. Some of the numbers for how many people are allowed in stores are higher than 50, which is above the maximum size for gatherings imposed by the BC government. The figures also don't take shopping habits into consideration.

There will be a conference call today to follow up on limits for how many people are allowed in stores. There are conference calls with management at least once a week.

Shorter hours have been an issue. Originally it was claimed shorter hours would allow for more cleaning, but that wasn't the case. Then it was claimed that stores were closing on Sundays to give workers a day of rest, but people are still working the same 35 hours, just on different days.

Regular, scheduled disinfecting and cleaning have been put in place. Plexiglass barriers have been installed, but the size is an issue, as they do not cover the area around the pin pads. The BCGEU will be following up on this.

Initially there were some issues with gloves and masks, but as of two and a half weeks ago, the employer is letting people wear them. Both masks and gloves are optional. The employer does not supply masks.

The use of reusable bags has been discontinued, and there is no longer a charge for bags.

There is signage up discouraging anyone with symptoms from coming into stores.

For cannabis stores, plexiglass has been installed, and stores are moving to an order-and pick-up system. Sniff pods were removed later than expected.

Different interpretations of the new rules by individual store and regional managers have been a problem. There is a need to get a standard that can be provided to everyone.

There are 3 warehouses: liquor warehouses in Delta and Kamloops, and a cannabis warehouse in Richmond. Most of the problems are in the Delta warehouse, which has over 800 employees. It took time to get safety measures in place, including signage, red dots on the floor, split breaks for physical distancing (supposed to be 3, but is now 2), and opening up other areas of the warehouse for people to have their lunch. All 3 shifts are ending 15 minutes early (paid) to prevent overlap.

There are staff and contractors who are dedicated to cleaning, but members say they don't see additional cleaning. As a result, the BCGEU is asking for information on cleaning.

At the warehouse, management is big on productivity monitoring. The BCGEU has asked management to discontinue this monitoring because it discourages physical distancing; however, the employer has refused. Management is also still having meetings on productivity, which the BCGEU considers to be nonessential at this time. Workplace inspection just did a report and said that there should be things put in place that encourage physical distancing, and nonessential meetings should not be happening.



At one of the warehouses, there are full-length metal turnstiles. There are concerns about transmission of COVID-19 as a result of everyone having to use the turnstiles. The BCGEU asked that the turnstiles be cleaned after every person goes through or be removed, but management said that to do so would be a security issue. The turnstiles are being cleaned once an hour, but there are still safety concerns.

Locker rooms in the warehouses are very small, so the BCGEU is following up on this.

There are complaints at all worksites that physical distancing is not being adhered to, so the BCGEU is reminding workers of the right to refuse unsafe work. An example of the problem is that managers are talking about opening additional cash registers when stores are crowded. This begs the question of why stores are crowded when the number of people in them is supposed to be limited.

Temps were brought into the Kamloops warehouse. This is permitted for up to 30 days, but it didn't go well, as the temps were not well trained. It sounds like management will be going back to hiring and training properly, with BCGEU members training temps.

The BC government just made changes to the *Employment Standards Act*. The changes allow for some leave in certain instances.

People diagnosed with Covid-19 but who have no sick leave, those who are immunocompromised, and those providing care for a child, can take a leave of absence. Management is not supposed to be denying these requests.

Those with extended dental and health benefits have the option to continue premium payments and the option to pay back pension service once they return to work.

## FOLLOW-UPS

ISSUE	NUPGE Responsibility	Component Responsibility	Task Completed
Check rules on top-ups for EI and the CERB	✓		✓
Bank of Canada rules on accepting cash	✓		✓
The BCGEU to forward document regarding new <i>Employment Standards Act</i>		✓	✓
SGEU to forward information on COVID-19 and eligible leaves		✓	✓



## NATIONAL UNION OF PUBLIC AND GENERAL EMPLOYEES

- B. C. Government and Service Employees' Union (BCGEU)
- Health Sciences Association of British Columbia (HSABC)
- Health Sciences Association of Alberta (HSAA)
- Saskatchewan Government and General Employees' Union (SGEU)
- Manitoba Government and General Employees' Union (MGEU)
- Ontario Public Service Employees Union (OPSEU)
- Canadian Union of Brewery and General Workers (CUBGW)
- New Brunswick Union of Public and Private Employees (NBU)
- Nova Scotia Government and General Employees Union (NSGEU)
- PEI Union of Public Sector Employees (PEI UPSE)
- Newfoundland & Labrador Association of Public and Private Employees (NAPE)

The National Union of Public and General Employees is an affiliate of the Canadian Labour Congress and a member of Public Services International.

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