

**MEMORANDUM OF AGREEMENT  
BETWEEN  
ONTARIO PUBLIC SERVICE EMPLOYEES UNION  
("THE UNION")  
MINISTRY OF THE SOLICITOR GENERAL  
("THE EMPLOYER")  
WITH RESPECT TO  
ACTIVE SCREENING OF EMPLOYEES  
DURING COVID-19 PANDEMIC  
INSTITUTIONAL SERVICES**

WHEREAS, the parties (OPSEU MERC/PJOHSC and SOLGEN) agree to the following terms and conditions in order to ensure that all employees working within Institutional Services are actively screened prior to entering all institutions during the Covid-19 pandemic. This action is being done to enhance the safety of all employees in the facility and as such it is not taken lightly by either the union or the employer.

WHEREAS, the parties wish to enter into an agreement that will outline the agreed to process for active screening within adult correctional institutions.

WHEREAS, this agreement does not apply to OPSEU Correction Bargaining Unit employees and positions that are located outside of an adult correctional institution.

THEREFORE, the parties agree to the following terms:

1. The parties support the attached Novel Coronavirus (COVID-19) Guidance for Active Screening of Employees at Provincial Correctional Institutions and Staff Screening and Affirmation Form. See Appendix A.
2. The parties agree that this Active Screening Process is mandatory.
3. The parties agree that all entering correctional institutions are required to submit to their temperature being taken as part of the Active Screening Process.
4. If an employee refuses to have their temperature taken, the employee will be asked to attend a separate area, with a union representative or support person to discreetly discuss the implications of their decision to refuse to have their temperature taken.

If the employee continues to refuse to have their temperature taken, it will be clearly explained to the employee and their representative/support person that this decision will result in the employee not being permitted to enter the workplace, and will result in removal from payroll as they will be deemed to be unfit to attend work by their own refusal to comply with a lawful order and further direct management action may occur.

If the employee acknowledges and still continues their unwillingness to comply with the temperature screening then the actions outlined in the previous paragraph will be enacted.

MOA ACTIVE SCREENING

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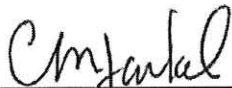

5. In the event there are local disputes arising from the implementation of this agreement, the MERC and or PJOHSC Committees will attempt to resolve the disputes.
6. The parties agree that the Employer maintains its management rights in accordance with Article 2 of the OPSEU Collective Agreement.
7. The parties agree that Arbitrator Misra shall be seized of any issues arising from the implementation of this MOA.

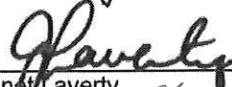
**TERM**

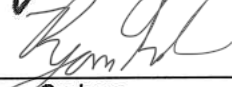
This agreement will be in effect for the duration of the declared pandemic within the Province of Ontario.

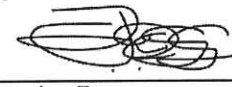
Dated: 2 April 2020


FOR THE UNION:

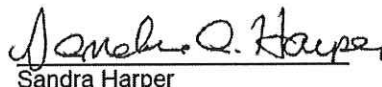
  
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Chris Jackel

  
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Janet Laverty

  
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Ryan Graham


  
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Joscelyn Ross


  
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Chad Oldfield

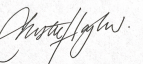
  
\_\_\_\_\_  
Sandra Harper

  
\_\_\_\_\_  
Michelle MacLean

FOR THE EMPLOYER:

  
\_\_\_\_\_  
Suzanne McGurn

  
\_\_\_\_\_  
Daryl Pitfield

  
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Christie Hayhow