

**COVID-19: CUPE Sectors and Provincial Government Responses**

Prepared by CUPE National Research Branch  
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\*\* This document does not reflect every activity in CUPE's 11 sectors. Some sectors have been minimally impacted by COVID-19, while others are changing quickly and cannot be captured in a static document. We will be updating and adding to this document periodically. \*\*

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# Provincial Assistance to Employers and Workers

## British Columbia

- BC is not requiring workers to have a sick note.<sup>1</sup>
- For March and April, the BC Government expects all public sector employers to maintain compensation and employment continuity for workers. Unless already planned, employee layoffs are to be avoided during this pandemic period.
- Workers can expect some modified service delivery, redeployment to productive work, and planning for the orderly return to services post COVID-19.
- Details to come for sector-specific circumstances regarding auxiliary, casual, and on-call employees, as there may be some contextual differences between sectors.
- Details to come on the potential redeployment of public sector employees to other parts of the public sector.
- All of these changes are to be done in consultation with unions.<sup>2</sup>

## Alberta

- The *Employment Standards Code* has been changed to allow full and part-time employees to take 14 days of unpaid job-protected leave if they need to self-isolate or are a caregiver of someone who needs to self-isolate.<sup>3</sup>
- Workers will not need a medical note and will not need to have worked for the employer for 90 days. This leave does not apply to self-employed individuals or contractors.
- Employers cannot force workers to voluntarily take vacation leave and/or use their vacation pay or banked overtime due to quarantine.<sup>4</sup>
- Alberta will provide temporary paid leave for those workers who must stay home due to the quarantine through *Emergency Isolation Support*. This includes self-isolation and caregivers of those self-isolating (if there is not another source of pay). There is a one-time payment of **\$1,146** until the federal emergency payments begin in April (or \$573 per week).<sup>5</sup>

## Saskatchewan

The *Saskatchewan Employment Act* has been amended for a public health emergency. The government has implemented the following, retroactive to March 6, 2020:

- *Removed* the requirement of 13 consecutive weeks of employment with the employer prior to accessing sick leave;
- *Removed* the provision requiring a doctor's note or certificate; and
- Introduced a new *unpaid* public health emergency leave – workers will not lose their job.<sup>6</sup>
- The length of time a worker can take unpaid leave is not specified.

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<sup>1</sup> <https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support>

<sup>2</sup> Email correspondence from Christina Zacharuk, President & CEO, Public Sector Employers' Council Secretariat. March 20th, 2020.

<sup>3</sup> <https://www.alberta.ca/covid-19-support-for-employers.aspx>

<sup>4</sup> <https://www.alberta.ca/covid-19-support-for-employers.aspx>

<sup>5</sup> <https://www.alberta.ca/covid-19-supports-for-albertans.aspx>

<sup>6</sup> <https://www.saskatchewan.ca/government/news-and-media/2020/march/17/labour-changes-for-employees-during-covid-19> and [https://sk.cupe.ca/files/2020/03/CUPE-SK\\_Briefing-Note\\_March-18-2020\\_Amendment-to-SEA-passed-providing-job-protected-leave-during-COVID-19-pandemic\\_FINAL-FOR-LOCALS.pdf](https://sk.cupe.ca/files/2020/03/CUPE-SK_Briefing-Note_March-18-2020_Amendment-to-SEA-passed-providing-job-protected-leave-during-COVID-19-pandemic_FINAL-FOR-LOCALS.pdf)

- A Self-Isolation Support Program was introduced on March 20 to provide \$450 per week, for a maximum of two weeks or \$900 for residents forced to self-isolate who are not covered by recent federally announced employment insurance programs and not eligible for compensation including sick leave, vacation leave from their employer.
- *The Employment Standard Regulations* have been further amended to ensure that during a public emergency, businesses will not have to provide notice or pay in lieu of notice when they lay-off staff if it is for a period of 12 weeks or less in a 16-week period.<sup>7</sup>

## Manitoba

- CUPE Manitoba is petitioning the government to implement 14 days of paid job-protected sick leave during the COVID-19 pandemic for all workers.<sup>8</sup>
- As of March 22, 2020, no leave (paid or unpaid) has been announced.

## Ontario

- The Ontario Legislature has passed the *Employment Standards Amendment Act (Infectious Disease Emergencies), 2020* to provide job-protected leave to employees in isolation or quarantine due to COVID-19, or those who need to be away from work to care for children because of school or day care closures or to care for other relatives. No amount of time has been specified. It does not apply to people in sectors that fall under federal jurisdiction.<sup>9</sup>
- Workers are not required to have a sick note.

## Quebec

- Quebec will provide \$573 per week for workers in isolation who don't qualify for other income compensation measures for a period of 14 days of isolation. This can be extended to a maximum of 28 days due to health reasons.<sup>10</sup>
- After 3 months of uninterrupted service, workers may benefit from a **total** of 2 days of paid absence per year.<sup>11</sup>
- Effective March 21, a ministerial order modified provisions of health and social services collective agreements dealing with vacations, staff mobility, hours of work and hiring<sup>12</sup>. This followed a similar ministerial order on March 18 for the school board sector.

## Newfoundland and Labrador

- Anyone travelling outside the country after March 14, 2020, is required to self-isolate for 14 days. The provincial government will compensate private sector employers, with provision of appropriate documentation, to ensure continuation of pay for employees affected by this decision.
- Anyone travelling outside of the country after March 14, 2020, is doing so against public health advice, and will not be eligible for this compensation.

<sup>7</sup> OC 105/2020 - The Employment Standards (Public Emergencies) Amendment Regulations, 2020 (Minister of Labour Relations and Workplace Safety) <https://publications.saskatchewan.ca/#/products/104482>

<sup>8</sup> <https://cupe.mb.ca/2020/03/19/sign-the-petition-call-on-the-manitoba-government-to-implement-paid-sick-days-during-the-covid-19-pandemic/>

<sup>9</sup> <https://news.ontario.ca/opo/en/2020/03/employment-standards-amendment-act-infectious-disease-emergencies-2020.html>

<sup>10</sup> <https://www.quebec.ca/en/family-and-support-for-individuals/financial-assistance/temporary-aid-for-workers-program/>

<sup>11</sup> <https://www.cnt.gouv.qc.ca/en/leaves-and-absences/sickness-or-accident/index.html>

<sup>12</sup> <https://www.msss.gouv.qc.ca/ministere/salle-de-presse/communique-2069/>

## **Prince Edward Island**

- Establishing a \$25 million COVID-19 Emergency Contingency Fund.
- Created a \$2 million fund for day care centres to cover operating costs for 6 weeks; employees eligible to apply for EI.
- Parents will not have to pay fees to keep their spots.
- Emergency relief worker assisted program to provide up to \$250 per week, subject to pay roll deductions to pay for employees who continue to work but with reduced hours.<sup>13</sup>
- Moving provincial government departments and agencies to essential services.

## **New Brunswick**

- Only federal support for employees offered at this time.

## **Nova Scotia**

- Evictions related to loss of income due to COVID-19 are suspended until June 30.
- No doctor's notes required for sick days.
- Publicly funded employees required to self-isolate will continue to be compensated.

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<sup>13</sup> <https://www.cbc.ca/news/canada/prince-edward-island/pei-covid-19-monday-march-23-1.5506436>

## Child Care Sector Update Amid COVID-19 Pandemic

### General Trends:

- Most provinces and territories have closed centre-based childcare.
- Small childcare facilities (mostly day homes and privately run) can still operate if they are within a provincially set limit (the numbers range from 6-16+ children).
- Six provinces are offering childcare for essential service workers: Alberta, Manitoba, Ontario, Quebec, PEI, New Brunswick. This is being organized through a mix of public and private operators. Safety protocols for childcare workers vary.
- Many childcare staff will need EI after 2 weeks of closures.

### Federal

- The Emergency Care Benefit providing up to \$900 bi-weekly, for up to 15 weeks, will provide income support to parents with children who require care or supervision due to school or daycare closures, and are unable to earn employment income, irrespective of whether they qualify for EI or not.
- For over 3.5 million families with children, who may also require additional support, the government is proposing to increase the maximum annual Canada Child Benefit (CCB) payment amounts, only for the 2019-20 benefit year, by \$300 per child. The overall increase for families receiving CCB will be approximately \$550 on average; these families will receive an extra \$300 per child as part of their May payment. In total, this measure will deliver almost \$2 billion in extra support.

### British Columbia

- While schools have closed, day care centres remain open. The government has put parents and workers on notice saying that this could change any day but, as of March 22, 2020, all public and private childcare spaces remained accessible. Parents are being asked to keep children home when possible so centres can reduce their enrollment numbers.
- The province will give centres that remain open compensation to continue operating with reduced enrolment. These centres are eligible to receive seven times their average monthly funding from government, which is expected to cover approximately 75% of a group facility's average monthly operating expenses. Childcare centres remaining open will continue to receive ECE wage enhancements for their staff.<sup>14</sup>
- Centres that close will also receive support for fixed operating costs, like rent or lease payments.<sup>15</sup>
- Childcare providers who close due to COVID-19 will also receive support to help ensure they are able to pay their fixed costs, like rent/lease/mortgage during the temporary closure, so they can reopen when able. These centres are eligible to receive two times their average monthly funding from government, which is expected to cover approximately 20% of an average group facility's monthly operating expense.<sup>16</sup>
- Childcare providers receiving these extraordinary payments must not charge parents fees for any periods of closure or for any vacant spaces while they are open. They must

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<sup>14</sup> <https://news.gov.bc.ca/releases/2020CFD0041-000530>

<sup>15</sup> IBID

<sup>16</sup> IBID

agree to reserve spaces for families that were accessing their services before the pandemic.<sup>17</sup>

- Child care workers were being advised by the government to take extra care cleaning frequently touched surfaces and to monitor children for symptoms.<sup>18</sup> The Ministry of Health is developing detailed guidelines to inform licensees, ECEs and licensing officers on implementing best practice, which will be circulated to child care providers shortly.<sup>19</sup>
- While childcare is still open, many health care workers with school-aged children are having challenges finding childcare. The government has not yet created a solution so essential workers have childcare.<sup>20</sup>

## Alberta

- Most childcare centres have been closed, but some smaller centres have been allowed to continue operating (6 children max + provider's own children).<sup>21</sup>
- The Alberta government announced on March 20 it would start to open up 15,000 spaces by asking some licensed childcare centres to reopen to care for children of people working in essential services, especially health-care workers.
- Each site would be limited to 30 people in total, including staff. Protocols include temperature checks at drop off, limits on persons entering and rules for sanitization.<sup>22</sup>
- They are expected to open by Tuesday March 24 with a phased approach. The sites would be chosen based on certain characteristics including their proximity to health care services.<sup>23</sup>

## Saskatchewan

- Beginning March 23, the Government of Saskatchewan is “re-purposing” childcare facilities in schools to provide childcare services to support staff in health care and other employees who are delivering services related to the pandemic response.<sup>24</sup>
- Childcare centres not located in schools are able to continue to operate, and with continued government funding. Any changes regarding closures will be based on the advice of the Chief Medical Health Officer of Saskatchewan.<sup>25</sup>
- All daycare facilities are limited to maximum of eight children per room if in accordance with the Saskatchewan childcare guidelines for care.
- Any daycares which are co-located with a long-term care or personal care home which meet the above restriction shall be segregated with a private entrance to ensure no shared common areas and no interaction between daycare children and residents of the facility.<sup>26</sup>

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<sup>17</sup> IBID

<sup>18</sup> [http://www.bccdc.ca/Health-Info-Site/Documents/COVID19\\_schools\\_childcare\\_guidelines.pdf](http://www.bccdc.ca/Health-Info-Site/Documents/COVID19_schools_childcare_guidelines.pdf)

<sup>19</sup> <https://news.gov.bc.ca/releases/2020CFD0041-000530>

<sup>20</sup> <https://www.cbc.ca/news/canada/british-columbia/b-c-physicians-concerned-over-lack-of-childcare-options-amid-covid-19-emergency-1.5499832>

<sup>21</sup> <http://www.cbc.ca/news/canada/calgary/covid19-alberta-need-to-know-march-15-1.5498465>

<sup>22</sup> IBID

<sup>23</sup> Live briefing with Premier Jason Kenney. March 20<sup>th</sup>, 2020. <https://www.youtube.com/watch?v=NmFJUhbFz8w>

<sup>24</sup> <https://www.saskatchewan.ca/government/news-and-media/2020/march/20/covid-19-update-child-care-options>

<sup>25</sup> IBID

<sup>26</sup> <https://www.saskatchewan.ca/government/news-and-media/2020/march/20/covid-19-update-march-20>



## Manitoba

- Licensed childcare centres (not home based) will close March 20<sup>th</sup> until April 10<sup>th</sup>.<sup>27</sup>
- Childcare workers are reporting working overtime to clean and sanitize.<sup>28</sup>
- Licensed childcare centres may remain open if they are providing care for essential service workers and have 16 or fewer children attending.<sup>29</sup>
- “Priority” must be given to essential service workers’ children - the government has not excluded other children entirely.<sup>30</sup>
- Private childcare workers can continue to provide care in their home and community if they choose.<sup>31</sup> Provincial and Chamber of Commerce funds will be provided to begin independently offering care and establishing home based centres for up to 12 children.<sup>32</sup>
- Government will encourage closed childcare centres to reimburse parents for care they pre-paid for and not charge for services not delivered.<sup>33</sup>
- Licensed childcare centres will continue to receive full operational grants and subsidies for the 3-week closure.<sup>34</sup>

## Ontario

- All licensed childcare centres are legally required to close.<sup>35</sup>
- The Ontario government is promising \$25 million to support frontline workers working in COVID-19 assessment centres, including a fund to provide childcare services.<sup>36</sup>
- Some employers are asking workers to work from home and provide packages of activities for parents; some workers have received immediate layoff notices; and, some workers will be paid for a few weeks or until money runs out.
- The City of Toronto has announced that municipal childcare centres will be delivering care to essential services workers’ children. Four city-operated sites were chosen because they have/can implement the rigorous public health measures required.<sup>37</sup>

## Quebec

- Quebec was one of the first provinces to close childcare centres. The only centers remaining open are those that are providing free (paid by the Quebec government) childcare to essential service workers.
- Non-subsidized childcare centres will be compensated. All workers will continue to be paid their usual wage.

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<sup>27</sup> Premier’s media conference on March 20<sup>th</sup>, 2020. Recording can be found here:

<https://www.youtube.com/watch?v=j9gVh8EXkgs>

<sup>28</sup> <https://globalnews.ca/news/6679314/coronavirus-manitoba-daycares-remain-open/>

<sup>29</sup> Premier’s media conference on March 20<sup>th</sup>, 2020. Recording can be found here:

<https://www.youtube.com/watch?v=j9gVh8EXkgs>

<sup>30</sup> IBID

<sup>31</sup> IBID

<sup>32</sup> IBID

<sup>33</sup> Premier’s media conference on March 20<sup>th</sup>, 2020. Recording can be found here:

<https://www.youtube.com/watch?v=j9gVh8EXkgs>

<sup>34</sup> IBID

<sup>35</sup> <https://news.ontario.ca/opo/en/2020/3/ontario-enacts-declaration-of-emergency-to-protect-the-public.html>

<sup>36</sup> <https://news.ontario.ca/opo/en/2020/3/ontario-enacts-declaration-of-emergency-to-protect-the-public.html>

<sup>37</sup> [https://www.thestar.com/amp/news/gta/2020/03/20/toronto-planning-free-24-7-emergency-child-care-for-essential-workers.html?\\_twitter\\_impression=true](https://www.thestar.com/amp/news/gta/2020/03/20/toronto-planning-free-24-7-emergency-child-care-for-essential-workers.html?_twitter_impression=true)

- Compensation measures will be implemented but have not yet been announced.<sup>38</sup>
- Childcare workers delivering care to essential service workers' children have limited health and safety measures put in place: screening is limited to symptoms/travel questions, protocols are for more hand washing. The ratio has been reduced to 10:1 in most places (as opposed to 20:1).<sup>39</sup>

### **Newfoundland and Labrador**

- All childcare centres (except small family childcare homes) have been closed indefinitely.<sup>40</sup>
- Regulated childcare centres will continue to receive operating grants, ensuring stable wages and benefits for staff. The support will be retroactive to March 17 and 19, when initial closures were announced. Families will be reimbursed for fees paid after closures.

### **Prince Edward Island**

- Closure of all childcare centres from March 17 until further notice.
- P.E.I.'s Minister of Education announced supports for licensed daycare operators (\$2 million) and said staff will be eligible for employment insurance. He added that grants and subsidies will continue to be available for licensed daycares.
- Parents will not have to pay daycare fees to keep their spots.
- The province also announced that emergency childcare services will be available to essential workers who have no other options during this time.<sup>41</sup>

### **New Brunswick**

- Most childcare centres are closed.
- Some remain open for essential service workers only.<sup>42</sup>
- Essential service workers will continue to pay their regular rate.
- Childcare facilities are asked not to increase their usual rates at this time.
- The government is looking into the federal government's announcement on March 18<sup>th</sup> about relief for small businesses to see how that will apply to daycares.<sup>43</sup>
- The Department of Education has announced it will cover childcare fees for anyone who has lost their income because of the COVID-19 outbreak.
- For all childcare centres that have not laid off staff, parents will have to continue to pay to reserve a spot for their child.<sup>44</sup>
- If children normally would attend a daycare centre that is currently operating for essential workers, parents must pay the fee even if their child is not in that daycare space currently. This is to cover the increased operating costs to keep it open for essential workers.

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<sup>38</sup> <https://www.quebec.ca/en/health/health-issues/a-z/2019-coronavirus/answers-questions-coronavirus-covid19/>

<sup>39</sup> Communication with Mathieu Vick.

<sup>40</sup> <https://www.gov.nl.ca/releases/2020/eecd/0316n04/>

<sup>41</sup> <https://www.cbc.ca/news/canada/prince-edward-island/pei-government-to-deliver-briefing-covid-19-wednesday-evening-1.5501745>

<sup>42</sup> [https://www2.gnb.ca/content/gnb/en/news/news\\_release.2020.03.0129.html](https://www2.gnb.ca/content/gnb/en/news/news_release.2020.03.0129.html)

<sup>43</sup> [https://www2.gnb.ca/content/gnb/en/news/news\\_release.2020.03.0136.html](https://www2.gnb.ca/content/gnb/en/news/news_release.2020.03.0136.html)

<sup>44</sup> <https://www.cbc.ca/news/canada/new-brunswick/covid-19-coronavirus-outbreak-premier-blaine-higgs-1.5504334>

## Nova Scotia

- All large licensed and unlicensed childcare facilities are closed between March 17- April 3<sup>rd</sup>.
- Only licensed childcare facilities with an existing agreement with the government will continue to receive operational grants and subsidies.
- At licensed centres only, parents will not pay for services not provided, government will cover parents' contributions to ensure centres don't permanently close and employees will be paid.
- All childcare spaces will be maintained - no one will lose their current spot.
- Unlicensed childcare centres will need to make arrangements with parents.
- Small childcare centres of 6 children of any age or 8 children of school age can continue to operate.
- There are currently no government plans for childcare for essential service workers.<sup>45</sup>

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<sup>45</sup> <https://www.cbc.ca/news/canada/nova-scotia/covid-19-health-care-doctors-nurses-medicine-hospitals-1.5500767>

# Health Care Sector Update Amid COVID-19 Pandemic

## Federal

- The House has been recalled for Tuesday, March 24 at noon so it can pass the government's emergency aid measures.
- In his March 20 press conference PM Trudeau announced the federal government is working to scale up production of PPE and other medical supplies, such as ventilators.
- The government will support industries willing to repurpose their production lines towards the manufacturing of medical supplies, including the auto parts industry.
- The government is working closely with Thornhill Medical, Spartan Bioscience, and Medicom to produce N95 and surgical masks, as well as ventilators.
- The government has secured 11.3 million N95 masks.<sup>46</sup>
- The government is open to implementing innovative strategies to allow a larger number of businesses to produce solutions and products needed to fight COVID-19.
- The federal government can use 2 pieces of legislation to support these efforts:
  - 1) The Emergency Rule for procurement, which enables the federal government to bypass the normal tendering process for goods and services to fight the pandemic, allows the government to go directly to companies to buy what they need if an existing supplier can't fill the need;
  - 2) Canada's <sup>47</sup> *Production Act* summons the Canadian Armed Forces to produce additional supplies, such as respirators. The United States and Italy have already taken this measure.<sup>48</sup>
- The demand for COVID-19 viral test kits is growing. Trudeau stated the federal government is working with the provinces and territories to make sure they get what they need.

## British Columbia

- The provincial health officer can authorize health care personnel to work anywhere in the province.
- Staff scheduled to work on cancelled elective surgeries are being moved to help with urgent care.
- The BC Centre for Disease Control/BC Ministry of Health has published a guide for "Supporting the Psychosocial Well-Being of Health Care Providers During the Novel Coronavirus (COVID-19) Pandemic." The objective of the document is to provide guidance on developing psychosocial care plans for health care workers who provide care and services during the pandemic.
- The Lynn Valley Care Centre (located in the Vancouver Coastal Health Authority), is experiencing a COVID-19 outbreak. This home is not a CUPE/HEU worksite. The home is experiencing staffing shortages and is increasing the pay for staff who work in the home. Vancouver Coastal Health volunteers are being brought into the home who are trained in infection control during an outbreak to help with tasks that do not need to be performed by clinical staff. All staff diagnosed with COVID-19 were taken off work, and isolated at home until medically cleared to return to work.

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<sup>46</sup> <https://www.cbc.ca/news/politics/covid-19-medical-gear-1.5504453>

<sup>47</sup> <https://globalnews.ca/news/6701789/coronavirus-trudeau-armed-forces-industry-medical-supplies/>

<sup>48</sup> <https://www.albertahealthservices.ca/assets/info/ppih/if-ppih-covid-19-communication-to-publicly-funded-operators.pdf>

- The Medical Health Officer in the Vancouver Coastal Health Authority has ordered all long-term care workers in the region to disclose to their employer whether they work or volunteer at other sites, and to select the single site they will work at for the remainder of the COVID-19 pandemic, or until the Order is cancelled or changed. We expect this direction will be extended to other health authorities as well. Long-term care workers must comply with the Order, and public health officials have emergency powers to enforce it under the provisions of the *Public Health Act* including taking action against workers who do not comply.
- Health care workers who return from international travel and are “not essential to the delivery of patient care” have been asked to self-isolate at home for 14 days. Health care workers considered essential to patient care may return to work but should take extra precautions if they become symptomatic. The direction did not define who is considered essential to patient care.
- Staff who work in health care facilities where there are cases of COVID-19 are restricted to working in only one facility.

## Alberta

- Health care workers returning from international travel were originally required to self-isolate for 14 days. On March 17, the province announced it would reduce these restrictions. However, to date, no changes to the regulation have been posted on the AHS website.
- Home care workers who are unwell or have travelled outside of Canada within the past 14 days are directed to follow the processes outlined in the “Returning Traveler Guidance for Health Professionals” document. Home care workers are not to visit clients in their homes or other supportive housing if they are sick with fever, cough, or shortness of breath.

## Saskatchewan

- As of March 20, in accordance with a Government of Saskatchewan order, all employees, physicians, students and volunteers who have returned from international travel on March 6, 2020 or later must immediately self-isolate.<sup>49</sup>
- A decision to discontinue all non-urgent and elective procedures was made March 23, in part so nurses and other health care staff can be redeployed.

## Manitoba

- Any staff person may be redeployed to perform other job duties to assist with immediate health system priority needs, in either an administration or clinical setting. This was negotiated with health care unions.<sup>50</sup>
- All staff who are re-deployed will be provided with proper safety instructions and training and personal protective equipment if required.
- Health care workers and physicians who have travelled internationally are required to contact occupational health services (OHS) immediately upon return.
- Staff who become symptomatic must immediately remove themselves from work and self-isolate for 14 days.

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<sup>49</sup> Memo from Mike Northcott, Chief Human Resources Officer, Susan Shaw, Chief Medical Officer, Saskatchewan Health Authority to All Staff, Physicians, Volunteers and Students, re: Updated information: International Travel, March 20, 2020.

<sup>50</sup> <https://winnipeg.ctvnews.ca/changes-coming-to-manitoba-s-health-care-system-to-combat-covid-19-1.4860007>

- Public home care workers will only receive two-thirds of their wages if they have to self-isolate or call in sick because of COVID-19. This sick policy is included in collective agreements covering 6,500 CUPE members across the province. CUPE is lobbying the government to create a policy to force health care authorities to temporarily cover all wages for frontline health care support workers if they are forced into quarantine or call in sick, without having to use any sick days.

## Ontario

- Health care workers returning from international travel are to self-isolate for 14 days.
- On March 21<sup>st</sup>, the Ontario Government announced a new order to redeploy hospital workers. This redeployment order supersedes collective agreements for 14 days.<sup>51</sup>

## Quebec

- Effective March 21, a ministerial order modified provisions of health and social services collective agreements dealing with vacations, staff mobility, hours of work and hiring.<sup>52</sup>
- Health care workers and physicians have been directed to self-isolate for 14 days when returning from international travel.

## Nova Scotia

- Any employees returning to Canada from international travel must self-isolate for 14 days. Employees who live with someone who has been directed to self-isolate should still report to work.
- Health care workers can be reassigned as necessary under the “Good Neighbour Protocols” agreed to in 2009 which are still operative. Staff are asked to report to work and will be redeployed as necessary.
- The Provincial Health Authority is working to transfer patients from hospital to community settings where possible. Vacated beds are being re-arranged to form COVID-19 units at the QEII, possibly other sites as well.
- Home support guidelines:
  - Department of Health and Wellness has issued infection prevention and control guidelines for home care workers, which include home care workers screening clients and anyone else who will be present in the home at the time of the appointment for COVID-19 by phone before the visit.
  - The guidelines also include directions around the use of PPE for both the home support worker and the client, and advice to avoid conducting AGMPs in the home if at all possible.

## New Brunswick

- A March 13 memo states workers at Horizon Health Network (operates 12 hospitals and over 100 medical facilities and clinics in NB) are not required to self-isolate following travel unless they are ill or have been to Hubei Province of China, Iran, or Italy.
- Workers who return from out-of-province travel have been asked to self-monitor closely for symptoms. Horizon is waiving any requirement for medical notes for the purpose of sick leave for the time being.

<sup>51</sup> <https://news.ontario.ca/mohltc/en/2020/03/ontario-takes-extraordinary-steps-to-ensure-health-care-resources-are-available-to-contain-covid-19.html>

<sup>52</sup> <https://www.msss.gouv.qc.ca/ministere/salle-de-presse/communique-2069/>

- At the province's press conference on March 19, it was announced that across Horizon and Vitalité health services, the province is reducing surgical access and postponing elective surgeries, in order to help reduce the transmission of COVID-19 within health care facilities.
- Health care workers have been notified that if they work in a department that is currently deemed non-essential, they can be reassigned to alternate work or an alternate service and/or site. This is done through mobility agreements negotiated with CUPE.
- Transfer of non-acute patients to nursing home beds have started
- Government has requested that all retired healthcare workers, but with a special focus on physicians, come back to work

### **Prince Edward Island**

- Health care workers who have travelled outside Canada and returned on, or after, March 8<sup>th</sup>, must self-isolate for 14 days and monitor for symptoms of COVID-19.<sup>53</sup>
- Effective March 16, if health care workers travel outside of Canada, their manager/supervisor will contact them to discuss their isolation period and possible options for telework if applicable.
- Health care workers have been notified that if they work in a department that is currently deemed non-essential, they can be reassigned to alternate work or an alternate service and/or site.
- Should health care workers who are asymptomatic be required to self-isolate, they will be placed on paid administrative leave, this includes casuals who had shifts that were pre-booked.
- For health care workers who are symptomatic, paid administrative leave ends and standard sick leave begins as outlined in the worker's respective collective agreement.
- Health care workers who become symptomatic and do not have adequate sick leave can take unpaid leave. While on unpaid leave, staff can access any vacation/stat/TIL (time in lieu) banks to substitute for paid sick leave while they recover and self-isolate.

### **Newfoundland and Labrador**

- Health care workers who develop a fever, cough, or have difficulty breathing are instructed to contact 811. Those that have travelled internationally are required to self-isolate for 14 days upon their return to Canada
- The province wants to bring back recently retired respiratory therapists and other personnel to operate ventilators

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<sup>53</sup> Memo from Health PEI

# Education Sector Update Amid COVID-19 Pandemic

## General Trends for Education

- Schools have been closed for varying periods, from 2 weeks to 4 months
- Teaching, support, and cafeteria staff have been sent home with pay
- Cleaning staff have been asked to enhance measures
- Some provinces expect educational staff to continue providing services either online or through packages sent home

## British Columbia

- On March 17<sup>th</sup>, British Columbia suspended K-12 classes indefinitely.<sup>54</sup>
- The government is expecting pay to continue through March and April for workers whose work otherwise would not have been interrupted.<sup>55</sup>
- Most K-12 workers are 10-month employees and laid off over the summer.
- Most public schools are already on spring break and any schools not closed for spring break have been directed to close now.
- There are plans to assess how services can resume but no details available yet.
- On Feb. 23, the Office of the Provincial Health Officer and BC Centre for Disease Control recommended enhanced or increased cleaning of schools to help prevent the transmission of viruses.
- Disclosure of self-monitoring status is voluntary.
- Rooms need to be cleaned and disinfected before others enter them, if symptomatic staff and students have occupied.
- Local Medical Health Officer is to be notified if staff absenteeism is greater than usual.<sup>56</sup>
- Redeployment is being examined- no decisions or details available yet. The government will be consulting with unions (including CUPE) about this.<sup>57</sup>
- CESSA is suggesting Employers not negotiate individually with unions.<sup>58</sup>  
Where eligible, districts may issue Records of Employment to employees as per normal practice.

## Alberta

- On March 15th Alberta cancelled K-12 classes for students, with no set timeline to return.
- Schools remain open for staff. Staff are expected to work from home or at school. How this will occur is being decided at the local level.<sup>59</sup>
- maintenance, capital projects, cleaning of facilities and administration should continue.<sup>60</sup>

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<sup>54</sup> <http://www.bccdc.ca/health-info/diseases-conditions/covid-19/childcare-schools>

<sup>55</sup> CUPE BC Letter to Members. March 22, 2020

<sup>56</sup> [http://www.bccdc.ca/Health-Info-Site/Documents/COVID19\\_schools\\_childcare\\_guidelines.pdf](http://www.bccdc.ca/Health-Info-Site/Documents/COVID19_schools_childcare_guidelines.pdf)

<sup>57</sup> CUPE BC Letter to Members. March 22, 2020

<sup>58</sup> Memo from Community and Social Services Employers' Association of BC

<sup>59</sup> <https://www.alberta.ca/release.cfm?xID=69818C355F188-C2A3-F5C6-875A2A33929D5C05#toc-1>

<sup>60</sup> Adriana LaGrange, Alberta Education Minister; <https://www.cbc.ca/news/canada/edmonton/covid-coronavirus-update-hinshaw-alberta-edmonton-1.5498467>



## Saskatchewan

- On March 16, the Government of Saskatchewan announced all classes in Saskatchewan were suspended indefinitely, effective March 20.<sup>61</sup>
- Staff have been told to stay home March 20 to end-of-day March 27 (one week) with pay and benefits while no layoff notices will be issued. This will likely change because of the indefinite suspension of schools.
- Payroll and building security will continue.<sup>62</sup>
- CUPE 8443, education support workers in Saskatoon, have assurances that full-time members will be paid, however, substitutes, casuals and part-time members may need to use EI and special supports.<sup>63</sup>

## Manitoba

- Manitoba suspended all publicly funded schools for three weeks from March 23<sup>rd</sup> to April 6<sup>th</sup> (spring break starts on March 23).
- School support staff in most divisions were asked to report to work during the closures.<sup>64</sup>
- Winnipeg School Division advised teaching and non-teaching staff to stay home with pay (many will continue working from home), while custodial, building, and trades staff were required to report for work at school buildings. Schools are to be cleaned before staff and students return.<sup>65</sup>

## Ontario

- All schools have been suspended until April 5<sup>th</sup> with possible extension. On March 20, the Premier and the Education Minister announced nothing was off the table including an extension of school closures or extending the school year into July.
- Phase 1 (current phase) of online education has been launch through TVO/TFO which includes the use of online tutors. It is unclear at this moment who those online tutors are.<sup>66</sup>
- School staff are continuing to be paid. Some are still working in schools.
- Some school boards have announced that cleaning staff have been asked to increase their cleaning measures.<sup>67</sup>

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<sup>61</sup> <https://www.saskatchewan.ca/government/news-and-media/2020/march/16/class-suspensions>

<sup>62</sup> <https://www.cbc.ca/news/canada/saskatchewan/teachers-school-division-education-covid-19-1.5503637> and <https://www.620ckrm.com/2020/03/19/236355/>

<sup>63</sup> <https://8443.cupe.ca/>

<sup>64</sup> <https://cupe.mb.ca/2020/03/17/cupe-calls-for-full-supports-for-k-12-school-support-staff-amid-covid-19-pandemic/>

<sup>65</sup> <https://www.winnipegssd.ca/about%20wssd/news/pages/winnipeg-school-division-implements-work-from-home-strategy-in-response-to-covid-19.aspx>

<sup>66</sup> Live briefing with the Premier and Education Minister on COVID-19. March 20<sup>th</sup> 2020.

<sup>67</sup> <http://www.kprschools.ca/en/COVID-19.html>

## Quebec

- Quebec has closed schools until at least May 1st.<sup>68</sup>
- Only workers needed for “exceptional measures” need report to schools.
- Salaries will be paid for workers with contracts,
- Regular, and possible extra, cleaning and maintenance will occur.<sup>69</sup>
- Personnel could be required for emergency measures, such as the special opening of a school daycare, payroll processing, or preventive building inspections.
- On March 18, a ministerial order modified provisions of various education collective agreements to “allow the employer to assign staff to different tasks and working hours”.<sup>70</sup>

## Newfoundland and Labrador

- Schools were closed on March 17<sup>th</sup> for an indefinite period of time.
- Cleaners are still working and being paid with additional cleaning requirements for frequently touched surfaces<sup>71</sup>
- Other employees are working remotely, with pay, but as of March 23 we have no indication how long this will continue

## Prince Edward Island

- Schools are closed March 23<sup>rd</sup>-April 6<sup>th</sup>.
- Salaries will continue for staff during the two-week break, but staff should remain available to work.

## New Brunswick

- All education facilities closed until further notice.<sup>72</sup>
- Schools are only accessible to those responsible for cleaning. Other staff and students are required to not enter the buildings.<sup>73</sup>
- Some members in New Brunswick may be asked to work across sectors. CUPE and the provincial government negotiated a mobility agreement which contains protections for workers (mandatory health and safety training, pay hike if working in a position with a higher wage scale, “home” agreement applies, etc.).<sup>74, 75</sup>

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<sup>68</sup> <https://www.cbc.ca/news/canada/montreal/coronavirus-covid-19-montreal-quebec-march-22-1.5505989>

<sup>69</sup> <http://www.education.gouv.qc.ca/en/current-initiatives/coronavirus-questions-and-answers/>

<sup>70</sup> <https://montreal.ctvnews.ca/covid-19-quebec-teachers-in-shock-after-government-suspends-collective-agreements-1.4859384>

<sup>71</sup> <https://www.gov.nl.ca/covid-19/files/factsheet-covid-19-environmental-cleaning-NL.pdf>

<sup>72</sup> March 19 press conference with Blaine Higgs & CMO

<sup>73</sup> <https://www.cbc.ca/news/canada/new-brunswick/covid-19-schools-no-homework-1.5499572>

<sup>74</sup> <https://www.cupe2745.net/>

<sup>75</sup> <https://nb.cupe.ca/2020/03/17/covid-19-cupe-members-ready-to-be-redeployed-and-reassigned/>

## Nova Scotia

- Public schools are closed until at least April 3rd.
- Cleaners are expected to do a “deep cleaning” over the March Break.<sup>76</sup>
- permanent and term CUPE members will be paid for the additional two weeks of school closures following March Break and they will not be required to report for work at those sites during the two-week period (confirmed for Halifax School Board only).
- Casual/sub employees who do not hold a term position do not qualify for the paid two-week leave and will be issued a “record of employment” (ROE) to apply for Employment Insurance

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<sup>76</sup> <https://www.cbc.ca/news/canada/nova-scotia/2-nova-scotia-schools-extending-march-break-over-covid-19-1.5495493>

## Library Sector Update Amid COVID-19 Pandemic

### Public Library Closures:

All *public libraries* in ON, PEI, NB, and NL are closed along with all libraries in QC. Most school and university libraries across Canada have also been closed in response to the pandemic.

### British Columbia

- Libraries in BC are closed, and for the most part staff are still being paid for the initial two weeks of the closure (approximately the end of March).
- Many systems are also following the lead of their municipality and are also implementing “work from home” policies.
- Vancouver Island Regional Library (CUPE 401) has laid off most of its staff. Staff will receive full pay and benefits for up to 30 days. All casual and on-call workers will be paid for shifts scheduled during the notice periods.
- All 12 branches of the Greater Victoria Public Library (CUPE 410) are closed until further notice.
- All branches of the Vancouver Public Library (CUPE 391) are closed to the public but staff are expected to report to work unless otherwise notified. After a marathon bargaining session on the weekend of March 21-22, CUPE and the Employer agreed employees will receive 100% pay for the first two weeks, and the next four weeks at 75%, with health benefits continuing for a further three months.
- The Okanagan Regional Library (CUPE 1123) has closed all 31 branches. Wages and benefits will continue as normal until April 1<sup>st</sup> for all regularly scheduled and auxiliary workers. Only essential staff are onsite.

### Alberta

- All branches of the Calgary Public Library (CUPE 1169) are closed to the public as of March 15<sup>th</sup>. Wages and benefits will continue as normal for the first 2 weeks of the closure.  
Other library closures include the Lethbridge Public Library (CUPE 70.05) and the Medicine Hat Public Library (CUPE 46.02).

### Saskatchewan

- The Wapiti Regional Library Board (CUPE 1788.00) and the John M. Cuelenaere Regional Library Board (CUPE 1788.01), both located in Prince Albert, are closed to the public.
- All locations of the Saskatoon Public Library (CUPE 2669) and the Regina Public Library (CUPE 1594) are closed to the public. Local 1594 members are receiving regular pay for the time being. Staff have been instructed to be at their work locations unless required to self-isolate.

### Manitoba

- The Millennium Public Library System (CUPE 500) is closed to the public but library workers are expected to report to work and will continue to receive regular rates of pay. The employer may consider alternate work arrangements or redeployment. Workers may be directed not to report to work as a last resort, but regular compensation will continue.

## **Ontario**

- Members of the Toronto Public Library Workers' Union (CUPE 4948) are being paid at regular rates for the time being even though all library branches are closed to the public along with all drop-boxes. Only staff deemed essential are working. Staff that are required to self-isolate for 14 days will receive pay with no loss of benefits. Extra work hours for part-time staff have been approved up to April 6<sup>th</sup>.

## **Nova Scotia**

- The Halifax Regional School Board (CUPE 5047) is closed until April 5<sup>th</sup> including all school libraries. Pay will continue during the closure for all regularly scheduled term, probationary, and permanent status employees.

## **Newfoundland and Labrador**

- All 94 locations of the Provincial Information and Library Resources Board (CUPE 2329) are closed to the public. Staff are receiving regular rates of pay and benefit entitlements during the duration of the closures; pension contributions are continuing as usual.

# Post-Secondary Education Update Amid COVID-19 Pandemic

## General Trends

All Post-Secondary Education institutions have suspended in-person classes and all have begun transitioning to alternate modes of delivery including online classes. In person exams and graduation ceremonies are cancelled or postponed.

Many institutions are allowing work from home where possible while some simply note for managers and staff to discuss work that can be done at home. It is unclear what will happen with staff that cannot work from home in many cases, though layoffs are expected.

There is a range in accommodation for staff needing days off for illness or childcare including no loss of pay (even if employees have exhausted their sick days), offering employees additional days of sick leave, special caregiver provisions, having to use sick leave, vacation time, or lieu time for COVID-related absences and waiving the limitations on using “yet-to-be-accrued” vacation. Many institutions are clearly hoping to stick to the status quo policies.

Colleges and universities were quick to impose restrictions on any ‘non-essential’ or non ‘business-critical’ international travel, and in most cases a blanket suspension of all travel exists, sometimes including domestic travel as well.

Recreation and fitness centres were the first facilities to be closed on campus. The Ontario and Quebec governments have mandated closures of these facilities. Many libraries struggled to stay open and those that are still open have reduced hours and implemented social distancing measures. Childcare facilities closed in more than a dozen institutions.

There has been a rapid change in policies on student residences in Eastern Canada with widespread policies requesting / requiring students to move out in Ontario. Schools in Central and Western Canada are slowly adopting similar policies. Food Services have taken a range of approaches including closing all but one or two dining halls/options, reduced hours, increased cleaning, capping seating capacity and eliminating self-serve options.

There is a range of health measures and cleaning protocols across campuses including cleaning high touch / high traffic areas, deep cleans during study weeks, increased cleaning schedules and additional hand sanitizer dispensers.

## British Columbia

- PSE institutions in BC have suspended in-person classes and many have moved or are moving classes online.
- Some institutions are encouraging staff to work from home when possible.
- University of Victoria has promised no loss of pay, even if staff have used up their sick days.
- Some food service workers at CUPE 116 (UBC on-campus pub workers) have received layoff notices.

## **Alberta**

- On March 15, the Alberta government announced that PSE institutions were to close indefinitely.
- Classes have moved or are moving online where possible

## **Saskatchewan**

- All in-person classes were suspended beginning March 16 and schools such as the University of Regina and the University of Saskatchewan are moving courses online.
- Staff are being asked to work from home when possible.
- Staffing is reduced to essential services personnel.

## **Manitoba**

- In-person classes have been cancelled and all are moving to alternate delivery between March 18- 23.

## **Ontario**

- On March 17, the Ontario government mandated closures everywhere.
- Universities are almost all on essential services, all classes are moving online beginning from March 16 to March 24 until the end of the term, research has been shut down and no plans have been made for the summer term yet.
- Staff in PSE institutions are dealing with layoffs, pay while at home, and processes for work assignments on campus.
- Cleaners are on essential work only with most on full pay until April 6.
- Food services are already shutdown for most campuses.
- Caretaking staff had increased frequency of cleaning of high touchpoints. There are no clear guidelines above standard procedures dealing with hazards.

## **Quebec**

- On March 14, the Quebec government announced that PSE institutions were to close for two weeks from March 16 to 27.
- Universities have shutdown campuses during this time and have reduced to essential services.
- Universities plan to move classes online.
- Staff are to work remotely where possible.

## **Newfoundland and Labrador**

- Classes at Memorial University were cancelled March 17, but instruction (except for students in the music faculty) will resume remotely on Monday March 23.
- While non-essential staff have been instructed to stay home, all are expected to remain available for redeployment if necessary.

## **Prince Edward Island**

- Both Holland College and University of PEI have reduced to essential services as of March 17.
- Classes are being moved to alternate delivery.

## **Nova Scotia**

- Nova Scotia PSE institutions and the government sent out notices starting March 14 to close institutions.
- Institutions are moving towards online classes including Dalhousie (March 23), University of King's College (March 23) and Cape Breton University (March 19).
- Policies on working from home range from with approval by managers, if in self-isolation to almost all staff.
- Dalhousie has said that self-isolation time will not count against sick days.
- Saint Mary's indicates that employees must use their sick leave, vacation time, or lieu time for COVID-related absences.
- Food Services have been reduced at most institutions.

## **New Brunswick**

- On March 19 New Brunswick declared that schools, colleges, universities and private schools must be closed to students.
- Residents were allowed to remain only until students could safely return home.
- Institutions have moved classes to alternate delivery including online classes (University of New Brunswick) and are on essential services.



## Social Services Sector Update Amid COVID-19 Pandemic

There is a general lack of information available specific to workers employed in the social services sector in response to COVID-19. For example, many provincial governments have not announced new funding measures, recommendations, or directives to employers in the social services sector in response to the pandemic.

The majority of CUPE social services workers are employed by charitable organizations and not-for-profit organizations. CUPE social services workers are directly employed by municipal governments in Ontario and Alberta.

### British Columbia

- On March 20, the Deputy Minister of Social Development and Poverty Reduction announced all provincial funding arrangements with contracted social services providers will remain in place.
- Employers are expected to pay staff and operating expenses with this continued funding.
- Those who experience increased costs due to staff shortages, increased overtime, or increases in client demand due to COVID-19 can receive incremental funding through to April 30, 2020.<sup>77</sup>
- This was reaffirmed by the Deputy Minister for Children and Family Development<sup>78</sup> and the Public Sector Employers' Council Secretariat<sup>79</sup> reinforcing compensation and employment continuity until the end of April.

### Alberta

- The province has announced an additional \$60M in funding to charitable organizations and non-profit groups to support seniors and vulnerable populations affected by COVID-19. Which will be administered by a "charities council" chosen by the premier.<sup>80</sup>
- Edmonton declared a state of emergency on March 21 and indicated it would use the "Expo Centre" as an overflow homeless shelter. It is unclear whether CUPE members will staff this overflow location<sup>81</sup>.

### Saskatchewan

- The Government of Saskatchewan has made no specific announcement related to the social services or community-based organization sector in response to COVID-19.
- Group home employers have responded by encouraging more handwashing, restricting visitors and requiring employees to self-isolate if they have COVID-19 symptoms, or have recently travelled internationally.

### Manitoba

- Serious health and safety concerns are being raised at Child and Family Services, with staff reporting lack of personal protective equipment, hand sanitizer, and requests for doctor's notes.

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<sup>77</sup> [https://www.cssea.bc.ca/index.php?option=com\\_content&view=article&id=4126:mar-20-covid-19-update&catid=63:cssea-info&Itemid=357](https://www.cssea.bc.ca/index.php?option=com_content&view=article&id=4126:mar-20-covid-19-update&catid=63:cssea-info&Itemid=357)

<sup>78</sup> <https://www.cssea.bc.ca/PDFs/Communications/EmailAllisonBond.pdf>

<sup>79</sup> [https://www.cssea.bc.ca/PDFs/Communications/PSEC\\_LetterEmployersAssociations.pdf](https://www.cssea.bc.ca/PDFs/Communications/PSEC_LetterEmployersAssociations.pdf)

<sup>80</sup> <https://www.alberta.ca/release.cfm?xID=69892EACD095E-D34F-AF06-895D08BA8C2DC0FC>

<sup>81</sup> <https://edmontonjournal.com/news/local-news/covid-19-edmonton-expo-centre-to-be-used-as-overflow-homeless-shelter/>

- Abilities Manitoba is running a public campaign to have personal support workers declared essential services
- Social service agencies are limiting contact with the public by cancelling home visits, group work, and drop-in services.

### **Ontario**

- The Government of Ontario has made a few announcements specific to the social services sector in response to the pandemic. On March 16th the government announced \$304M in funding in response to COVID-19, including \$20M for residential facilities in developmental services, gender-based services, and protective care for children and youth to support additional staffing and respite care for caregivers, among other measures.
- The Ministry of Children, Community & Social Services is reviewing access to and eligibility for emergency assistance that is currently available through the Ontario Works (OW) program (i.e. social assistance). The emergency assistance would provide funds to individuals who are impacted by COVID-19 and need help to meet basic living expenses.
- The province is recommending that all social service providers consider prohibiting visitors until further notice if feasible and undertake a screening process at all social service provider locations.
- The employer association that represents the majority of Children's Aid Societies (CAS) in Ontario, many of which are CUPE locals, has announced that all CAS's and Indigenous Child and Family Well-Being Agencies are open. The Ontario Association for Children's Aid Societies says that agencies across Ontario have modified their business practices to respond to health and safety concerns and that core child protection services will continue.

### **City of Toronto**

- Toronto Employment & Social Services (TESS) locations are open. Visitors are being screened in accordance with public health guidelines.
- All Children's Services district offices in Toronto are closed.
- All city-operated shelters, respites, and 24-hour women's drop-ins are open.

### **Quebec**

- The Government of Quebec has made no announcements specific to the social services sector in response to COVID-19.

### **Newfoundland Labrador**

- Shelters and transition houses are seeing spike in demand.
- Transition Houses are asking clients to call ahead to be screened for COVID-19.
- Some transition houses have isolation units available or are making arrangements for self-isolating clients to be sheltered off-site.

## **Nova Scotia**

- All day-programs funded through the Department of Community Services' Disability Support Program have been asked to close – staff will continue to be paid, but financial shortfalls might exist if finances are supported by fundraising.
- There are some concerns to do with facilities whose public funding is supplemented by fundraising. Individuals and families who were clients of these programs can get access to respite care through group homes.

# Transportation Sector Update Amid COVID-19 Pandemic

## General Sector Trends for Transportation

- The airline sector has been drastically affected with grounded and significantly reduced flights
- Public transit in Quebec is deemed essential
- All travelers to Canada being told to self-isolate for 14 days upon entry, with exceptions for workers who are essential to the movement of goods and people, which includes flight attendants
- It appears that anyone working the sector who is quarantined is being paid as normal

## Airlines

### General Sectoral Trends

- March 16 - Canada bans entry to foreigners, excludes US, foreign nationals. Does not apply to Canadians or permanent residents (and immediate family), flight crews, staff, travelers in transit, diplomats.
- March 18 - 4 airports remain open for international flights (YVR, YYC, YUL, YYZ).
- We are seeing more cases and flight crews in quarantine
- Air Canada, Air Transat, WestJet, Sunwing – reported positive cases on board and quarantined crews
- Unions had pushed for reduced onboard service to passengers, to reduce contact, but airlines were pushing back and slow to concede
- Cleaning on board has increased, but not to union standards
- Huge reduction in bookings, cancellations will result in mass layoffs. Regional and northern carriers seem to be more protected due to the nature of their flying, but still seeing reductions in flights  
Mitigation options are being discussed to assist members – possibility of layoffs, voluntary leaves, voluntary leave packages, online training, retirement

## Compensation

- Pay for quarantine is being respected as far as we know
- However, some airlines are paying for self-isolation and others aren't
- Some airlines are compensating for those who cannot leave due to childcare issues, others are not and are just "booking off"

## Port Workers

### Quebec

- Different situations in Quebec and Montreal
- Quebec – under control, health security is being followed
  - Volume of activity is less
- Montreal
  - Union has advised employers to provide safety measures
  - Approx. 50 dock workers refused unsafe work
  - 1,200 daily workers normally onsite, union proposed measures to reduce physical contact and gathering on site
  - Situation is sensitive and there are ongoing negotiations
  - Have been advised that workers in quarantine will be paid.

## **British Columbia Transit Workers**

- Buses remain one of the exemptions of the province's 50-person limit for group gatherings, though social distancing on public transit is still encouraged
- Measures taken to protect drivers and passengers: front door entry has been limited, backdoor boarding encouraged, and BC Transit is waving fares for regular and HandyDART buses for the next 30 days starting March 19 2020 to limit the amount of cash handled by people
- Increased cleaning of high-touch areas on transit including hand straps, stop buttons, door handles and seat tops.

Ongoing concerns about the exemption from the 50-person gathering rule. It is left up to passengers to comply with social distancing practices that would help keep drivers safe

## **BC Ferries**

- Major cutbacks on number of daily sailings
- Change of rules for vehicle drivers and passengers on ferries: drivers and passengers boarding in vehicles no longer required to exit their vehicles and the vehicle decks; they are asked to remain inside their vehicles on the vehicle deck for the duration of the ferry journey if possible
- BC Ferries has suspended all food services aboard vessels with the exception of some northern routes

## **Quebec Transit Workers**

- Measures introduced to protect drivers
- Front door entry has been limited, at the initiative by drivers
- Transit workers are deemed essential services but were not receiving same provisions (childcare assistance) as other essential workers in the province

## Municipalities Sector Update Amid COVID-19 Pandemic

Canada's 3,573 municipal governments provide many direct essential services to residents and therefore face tremendous pressure during the current pandemic crisis to continue staffing critical services while protecting the health and safety of their workers and residents. While responses vary, most municipalities are currently following the directives of provincial health authorities and the federal government.

Most municipalities have closed municipal facilities, cancelled public events, and issued guidelines for maintaining physical distance during the pandemic, as well as relaying provincial or federal guidelines for self-isolation for those experiencing symptoms or those returning from international (or even inter-provincial) travel. Some municipalities, such as Calgary and Vancouver, have declared local states of emergency in order to facilitate crisis management.

Across the country, non-essential municipal staff have been directed to work from home if possible, and most municipalities are in the process of making service level adjustments so that only those employees required to maintain basic essential services, such as transit, utilities, and public safety, report for work. Even within essential services, some service suspensions can be expected. For example, Ottawa and Saskatoon will continue garbage and recycling pick up but depot drop offs have been suspended. Kingston and Montreal have waived hourly parking restrictions on residential streets.

In accordance with provincial and federal directives, municipally run daycares and after school programs have largely closed across the country. Most non-essential services and functions, such as licensing and permitting, marriages, court proceedings, and property inspection, have been suspended. Some cities have maintained limited front-line service counters, but with restrictions such as limiting the number of residents allowed in at one time or making all ongoing services by appointment only.

Canada's largest municipalities have taken further steps to encourage social distancing, by closing bars, clubs, restaurant dining rooms, and personal service establishments like spas and salons. In some provinces, such as Quebec, these measures have been implemented by the provincial government. City council meetings have been postponed across most of the country. Some municipalities have found workarounds so that business can continue as needed; for example, St. John's will webcast its council meetings, while Toronto has cancelled all regular council meetings unless the Mayor calls a special meeting.

The Federation of Canadian Municipalities has amassed a resource page for its members with links to provincial and regional/linguistic municipal associations. It is recommending that its members follow the directives of their provincial and territorial health authorities in the first instance, and FCM leadership is working with the federal government to ensure local response efforts are adequately supported.

## Energy Sector Update Amid COVID-19 Pandemic

### Ontario

- Members who normally work in the field (including lines, distribution and generation) continue to do so, following emergency response procedures.
- Those employees who can work remotely are doing so with pay.
- As of March 23, neither provincial nor municipal emergency measures are applicable to this sector.

### Quebec

- Members who normally work in the field (including lines, distribution and generation) continue to do so, following emergency response procedures.
- Those employees who can work remotely are doing so with pay.
- The employer is trying to provide equipment for call centre personnel to work remotely.
- Pay is continued for at least two weeks.
- As of March 23, the provincial government has not issued any decrees which would suspend the collective agreements.

### Manitoba

- Most office employees are working remotely. However, call centre staff are still working on site.
- No one expects layoffs.
- Sick time was paid for employees who have travel related self-isolation on or before March 13 only.

## Emergency and Security Services Sector Update Amid COVID-19 Pandemic

### **Federal Jurisdiction CUPE Local 104**

All training and non-critical front counter services are suspended in order to focus on essential policing services and reduce unnecessary contact with the public. Telecom Operators and Intercept Monitors are included in Business Continuity Planning at all levels to ensure no disruptions to the critical functions performed by our members regarding public safety and emergency response.

### **Paramedics**

Many CUPE members providing paramedical services will be covered by the applicable provincial or municipal decrees and emergency legislation regarding pay protection and work. These are simply a few highlights.

### **British Columbia**

The province has established an emergency coordination centre in Vancouver. Meetings are held daily and focus, in part, on operational requirements, supplies and PPE logistics, and communication. Daily updates are available to workers via video. Paramedics have been provided with full PPE, including protective glasses, mask, full apron or gown, a face shield, and gloves. Only a few paramedics have had to self-isolate due to exposure to the virus.

All staff members have been assured they will be paid even if they can't work.

### **New Brunswick**

They are covered by the "mobility agreement" but as of March 23, 2020 we don't have any information about paramedics being transferred to another location. Members may cancel existing vacations and are asked to delay future vacation requests until at least the end of April.

### **Prince Edward Island**

Drivers who go to New Brunswick will not be required to self-isolate even though the Province has closed the borders.



## Communications Sector Update Amid COVID-19 Pandemic

Most of our members in this sector work in Quebec. As of March 23, the provincial government has not issued any decrees which would suspend their collective agreements. Anyone who can work remotely is doing so, with all other employees keeping services intact. Call centres are still operating from the premises in certain cases, rather than remotely.

Layoff notices are being dealt with under various collective agreements, but at this point we have no clear sense of numbers of affected members.

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