

COVID-19 Update  
March 20, 2020

## Attention all RN's

Late yesterday afternoon the Union was notified by the Chief Nursing Executive that LHSC has insufficient supplies of PPE, and the Union was asked to assist the employer with their efforts to conserve PPE. The Union cannot endorse this plan and we are extremely concerned. Our position remains that all Nurses are entitled to appropriate PPE, inclusive of N95 masks, when caring for a suspected and / or confirmed COVID 19 patient, despite the employer's direction to use only surgical masks. **Please continue to use N95's.** If you are **denied** your **PPE**, Nurses do have a limited right to refuse unsafe work. Please **call** the **Union** for assistance.

**519-667-0937**

The Union has filed a grievance against the employer and filed an official complaint with the MOL.

Under the ONA Collective Agreement, Article 6.05 states:

**The employer shall take every precaution reasonable in the circumstances for the protection of a worker. [Occupational Health and Safety Act, s. 25 (2) (h)].**

**When faced with occupational health and safety decisions, the Hospital will not await full scientific or absolute certainty before taking reasonable actions(s) that reduces risk and protects employees.**

**Hospitals will ensure adequate stocks of the N95 respirator (or such other personal protective equipment as the parties may in writing agree) to be made available to nurses at short notice in the event there are reasonable indications of the emergence of a pandemic.**

**ONA100**  
LOCAL  
Ontario Nurses' Association