

Covid Update
April 9, 2020

COVID 19 Q & A

1. What do I do if I have traveled outside the Country; been in close contact with a positive COVID person or I have been contacted that I have had a workplace exposure?

Refer to March 19 Update: <https://onalocal100.on.ca/wp-content/uploads/2020/03/March-19-2020-COVID-Update3.pdf>

2. Can I be accommodated to a low risk area if I have a medical condition or pregnant?

Each situation is unique. Provided you can submit medical to support your claim, ONA will advocate on your behalf. Please contact the Local 100 office for assistance.

3. What PPE should I be wearing?

Suspected and confirmed COVID 19- ONA recommends a N95 respirator, eye protection, Level 2 gown and gloves.

All other patient care areas- ONA recommends a level 2 surgical mask.

4. Can I refuse work?

Yes, Nurses have a limited right to refuse unsafe work. We can refuse to work without the appropriate safety equipment. Please see the document from March 25, 2020:

<http://onalocal100.on.ca/wp-content/uploads/2020/04/March-24-2020-COVID-Update-6-revised-1115.pdf>

5. What is the hospital criteria for exposure resulting in notification of worker?

Good Question! We are not sure of the criteria the employer is using. Please contact the union if you suspect you have had a workplace exposure.

6. What is the definition of critical worker?

The employer determines who is a critical worker.

7. How do my restrictions impact being redeployed?

Your accommodation/restriction must be respected. Contact the union if you have concerns.

8. Can I be redeployed if I cannot work independently with refresher training?

Yes, just as in reassignment, CNO standards still apply. The nurse must have the knowledge, skill and judgement to perform nursing care.

9. Does social distancing apply in the hospital i.e. Cafeteria, elevator, Tim Hortons?

Yes!

10. Childcare?

Check out this link from the City of London. <http://www.london.ca/residents/children-youth/child-care/Pages/Emergency-Licensed-Child-Care.aspx>

11. How does the Declaration of Emergency affect me?

Scheduling provisions are null and void, vacation and leaves can be cancelled, nurses can be redeployed as necessary between units and sites. It is ONA's position that premiums associated with scheduling changes still apply.

See temporary order: <https://www.ontario.ca/laws/regulation/200074>

12. My Leader says that for at least the next 14 days the Collective Agreement does not apply.

This is not correct. All provisions of the collective agreement apply except as stated in question 11.

13. Can they force us to work more than our commitment of hours?

A nurse can refuse an offer of overtime without fear of repercussions. However, the employer reserves the right to mandate nurses to work given extraordinary circumstances and all other options have been exhausted. Personal notice is a phone call.

14. If they deviate us with less than 48 hours' notice for full time, do they still have to pay premium?

It is ONA's position that premiums still apply.

15. If I don't pass the screening and I am sent home do I get paid?

The employer has placed Nurses on an employer paid leave. If not getting paid contact local 100.

16. If I need to self- isolate and/or unable to return home what resources area available?

ONA has secured reduced rates at two local Hotels. Contact ONA local 100 if you need assistance.

For any questions call ONA local 100 for assistance. 519-667-0937. The phone is monitored 24/7 for emergency calls.

