

PSAC Prairies Webinar – Returning to Work Following the Pandemic

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WHAT DOES A RETURN TO WORK LOOK LIKE?

<http://psacunion.ca/what-successful-return-workplace-plan-looks>

"Working" from home 2020



New Realities

- Increased sanitation in workplaces especially high contact surfaces and shared surfaces
- Increased distance between work stations
- Re-evaluation of more permanent teleworking situations
- Evaluating how we work, minimizing personal interactions
- Treating sick leave differently- encouraging people to stay home if ill
- Cross training to cover job requirements
- Increased screening
- Increased reliance on PPE and safety precautions
- H&S in the forefront of workplace concerns

What should employers be considering right now?

- Where they get their guidance from
- How they involve the employees in the discussion
- How will they monitor the workplace and changes to directions
- Pre-screening?
- What PPE and workplace modifications will be needed
- Evaluating current policies
- Duty to accommodate situations

Fact: for everyone saying America won't reopen, remember Jurassic Park reopened 5 times AFTER people EATEN alive. FIVE



Workplace Guidance

- Public Health Agency of Canada, Provincial or territorial governments, Local Health Authorities
- Outside organizations (CCOHS, SafeWork)
- Legal counsel
- Bring in experts to provide technical guidance



Guidance

- Employers should be seeking advice from more than one source
- Provincial guidance will often be the clearest guidance
- Federally legislated workplaces should still consult provincial and local guidance, and vice versa
- Plans must be workplace and region specific. What may be applicable in one area of the country, may not be to another
- Plans must be flexible and fluid, and based on latest information
- Plans should be industry specific
<https://www.ccohs.ca/products/publications/covid19/>
- Employers should go with the most cautious approach when in doubt

Consultation and participation of employee representatives

- H&S committees/H&S Representatives have a legal right to participate and be consulted on any changes that may affect H&S of employees - 135(7)(i) & 136(5)(i)
- Local union Representatives should also be consulted for input on planning and implementation
- Where consultation doesn't occur- you will see a lack of buy in, pushback (right to refuse) and general anxiety for a reintegration to work
- Any decisions or directions at a national level still need to be considered at a worksite level

Monitoring the workplace and changes to directions

- Any plans made need to be fluid, and adaptable as information changes
- Decisions need to be made in a timely manner

This could be due to;

- a loosening of restrictions,
- a second wave of the pandemic,
- or new information/guidance as we gain a better understanding of the virus

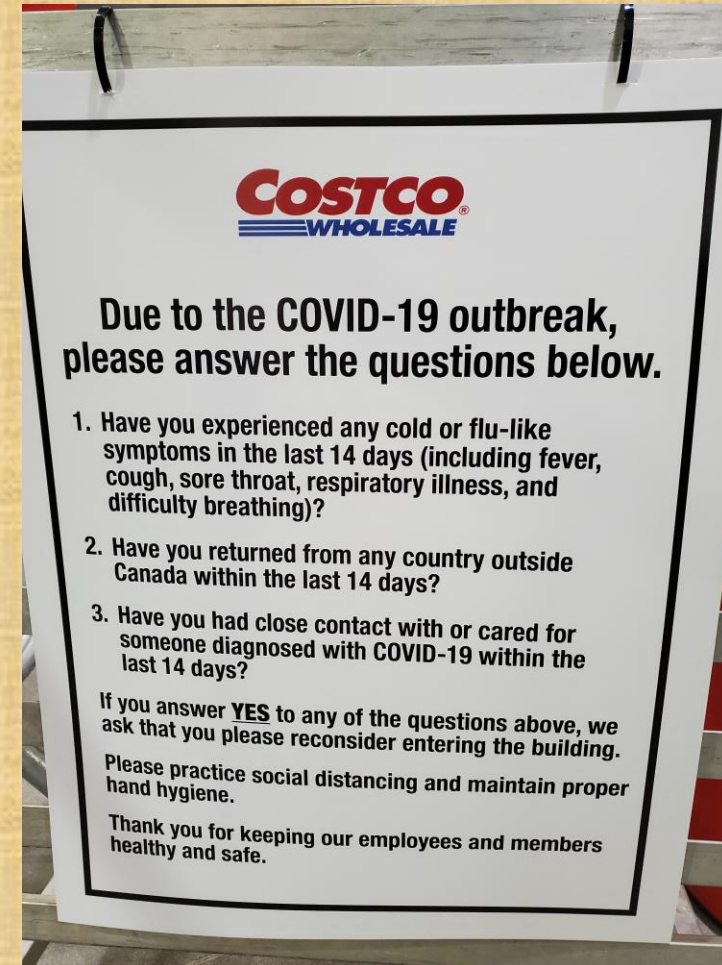
Question- respond via question submission; Within your own workplace, what areas do you see that need consideration?

Pre-screening

Should workplaces prescreen staff and visitors prior to entry (questions, taking temperatures)?

If so;

- who gathers this information?
- How is the information stored?
- Who uses this information? How is it used?
- What do you do if someone (staff and/or visitors) refuse to participate in pre-screening?



Royal Canadian Mint COVID-19 Screening Tool



AS OF APRIL 30

Please read the following questions carefully before entering the facility and follow the directions provided:

- 1** Do you have a **fever** and/or newly onset of cough, difficulty breathing, muscle aches, fatigue or sore throat?
- 2** Have you returned from **travel** outside of Canada, including the USA, in the last 14 days?
- 3** **In Manitoba:** Have you returned from travel outside the province in the last 14 days (excludes personal trips to bordering communities)?
- 4** Have you had **close contact** with a person who returned from travel outside of Canada, including the USA in the last 14 days?
- 5** Have you had close contact with a confirmed or **probable case** of COVID-19?
- 6** Do you **live with** someone who has had close contact with a confirmed or probable case of COVID-19 (e.g. nurse, doctor, personal support worker, flight crew, laboratory technician, etc.)?
- 7** Do you **live with** someone who has had an acute respiratory illness in the last 14 days (e.g. cough, fever, runny nose)?
- 8** Are you considered **high risk?** (e.g. over 65, immunocompromised, receiving treatment that impacts the immune system, chronic health condition (e.g. diabetes or heart disease))?

PPE and workplace modifications

- Workplaces should be determining **now** what supplies and modifications are needed
- Determination must be done in consultation with committee or representative
- Workplace modifications- creating space or barriers for interaction with public must also be identified
- Actions must be risk appropriate



Lanre
@Olanrewaju_Max



Mental health first



Modifications- potential concerns

back to Tracy

- What will workplaces do if needed supplies or modifications are not able to be implemented (supply or labour shortages)?
- What will the employer do if someone (staff or visitor) refuses to wear PPE or respect safety precautions?
- If you have an employee who is going to upset everyone else, is it best for them to be away from the workplace?

Legitimate concerns vs. worries

Evaluating current policies

- Workplaces should be taking the opportunity to learn from these events, and updating their current policies
- No workplace was prepared for this pandemic, and every workplace has areas of improvement
- This will be important for future pandemics or subsequent waves
- Participation and consultation of the proper committee must take place

Duty to Accommodate

- In respect to everything else discussed, there still needs to be a plan to accommodate those due to special circumstances covered under Human Rights legislation.
- This could be based on family status (day care availability, school openings, elder care), those with a diagnosed medical condition, or those in a high risk category
- As with other aspects there needs to be flexibility, openness, and consideration of needs
- Each of these needs must be evaluated on a case by case basis

Final thoughts;

- We need to begin plans now
- Work needs to continue to be done remotely where possible
- At risk positions need to be identified and made a priority
- We need to change the way we do business
- We need to learn from what other workplaces are doing, share information, and adapt to new information- no one has experience in this
- We need to continue to practice and enforce physical distancing and other protective measures