

Q & A FOR CUPE HEALTH CARE LOCALS
on
14-day Paid Administrative Leave & Working Single Sites
April 24, 2020

14-day Paid Administrative Leave

Q. How are staff to access/apply for the 14-days paid sick leave from the Province of Manitoba?

A. Managers and/or supervisors are supposed to review anyone who was off due to workplace exposure automatically. This applies for pick-up shifts and part-time and casual shifts that were scheduled during the period. However, it only applies while employees are asymptomatic. If employees become symptomatic, then the coverage ends and income shifts to sick time. If staff become symptomatic during quarantine, they should notify their manager and OESH.

Q. Does it apply for people who were quarantined due to travel or community exposure as well as at work?

A. No. It only covers possible exposure in the workplace.

Q. Does it apply to folks who are sent home during the onsite screening?

A. No, members will have to utilize sick leave, vacation or any banks that they have. If you do not have any of those, you may be eligible for the Canada Emergency Response Benefit (CERB) or Employment Insurance (EI). Information about these programs and how to apply can be found at: <https://www.canada.ca/en/services/benefits/ei/cerb-application.html>

Q. Does it apply for community/primary care clinics?

A. Yes, if the exposure is at work.

Q. When the claim is retroactive, how will it work if someone has received EI and/or CERB for that time frame?

A. If you received CERB or EI for the quarantine/isolation period and then receive this paid administrative leave from the Employer – you must report to CERB/EI when you receive the money.

Q. In what cases should I report to Workers Compensation Board (WCB) and fill out incident reports?

A. When you have been exposed at work, you should fill in an incident report and make a claim with WCB as well.

Q. Does it apply for private personal care homes (PPCH)?

- A. Yes, it applies to both public and private personal care homes. However, the private (Revera and Extencicare) do not fall under the Provincial Health Labour Relations Services (PHLRS) so how it will be implemented may be different.

Working Single Sites

Q. Do I have to tell my Employers if I have another job?

- A. Yes, during this pandemic you have to tell the Employer about additional jobs. You should not have to provide your social insurance number. Your Employer has that on record already.

Q. When will I have to start working at only one site?

- A. The provincial government says that as of May 1, 2020, staff will have to work at only one site.

Q. What will happen to my EFT from the site I do not choose?

- A. The Employer is saying they will try to make everyone whole. This means trying to provide you extra hours at the site at which you choose to work. If you have more than a full-time EFT between your sites, they are also trying to figure out how they will handle that. CUPE has stated members should not lose income during this process.

Q. What will happen to my benefits and pension?

- A. CUPE has stated that members' benefits and pensions must be protected. The Employer has said that they will look into this.

Q. What will happen to my wage?

- A. CUPE has stated that staff should all make the higher public sector wages, no matter where you choose to work during this time.

Q. What will happen to my seniority and vacation/sick time accrual at the site I do not choose to work at?

- A. CUPE has raised this as a concern. The Employer has not made a decision at this time.

Other Resources

Federal Income Supports:

<https://cupe.ca/income-supports-workers-during-coronavirus-pandemic>

<https://cupe.ca/canada-emergency-response-benefit-qa>

<https://www.canada.ca/en/services/benefits/ei.html>

<https://www.canada.ca/en/services/benefits/ei/cerb-application.html>