



# La Réplique Newsletter - COVID-19

## Specific Agreement



### FIQ specific agreement regarding measures related to the public health emergency resulting from the COVID-19 pandemic

Whereas the series of orders issued under the *Public Health Act*.

In the exceptional context of the current pandemic, a will to look after the safety of the nurses, licensed practical nurses and respiratory therapists in the health and social services network (RSSS), the FIQ reached an agreement for six months.

#### Here is a summary:

- ◆ **Respect by employers:** for us, the CISSS de l'Outaouais, must respect the recommendations issued by the Institut national de santé publique du Québec (INSPQ) regarding personal protective equipment (PPE) and apply the updates as soon as they are available.
- ◆ **The employer must supply and maintain uniforms in the priority sectors, including:**
  - \*emergency \*medicine-surgery \* intensive care
  - \* respiratory therapy \* pulmonology \*dedicated clinics and units

The residential and long-term care centres (CHSLD) with an outbreak of COVID-19 are also a priority and during transfers between institutions.
- ◆ **The employer must respect** the current recommendations issued by the INSPQ and apply the updates of the recommendations as soon as they are available **for pregnant** or breast-feeding **workers**.
- ◆ **An immunosuppressed employee or age 70 or older** whose health requires a reassignment, are removed from work if the employer cannot implement telework or reassign the employee. They continue to receive their remuneration as if they were at work, except inconvenience premiums, and the part-time employee is remunerated in the same way based on the shifts planned on her schedule.
- ◆ The local parties evaluate the possibility of setting up a psychological or psychosocial consultation service in line with the context of the pandemic.
- ◆ The **timeframes** for the procedures for **grievances, arbitrations and workload complaints** at the Committee on Care are **suspended**.
- ◆ The employer cannot claim reimbursement of the amounts paid to the employee as salary insurance benefits, if applicable, for a period exceeding 60 days.

- ◆ **The employee who must be reassigned** to ensure the continuity of care and services, in the context of a pandemic linked to COVID-19, receives:
  - \* The premiums and supplements attached to her position before the reassignment, except inconvenience premiums.
  - \* **Reassignment allowances** calculated based on her home base before the reassignment.
- ◆ The employee who **works overtime** receives a **monetary compensation of \$15.00** when a **meal period** is scheduled during this shift
- ◆ For the employee who works a **complete overtime shift** on evenings, nights or a weekend: she may receive an allowance:
  - \*equivalent to a set amount of **\$30 per family, as compensation for childcare expenses** for children age thirteen or younger, subject to the presentation of supporting documents.

**For the applicable remuneration or compensation plan, the parties agree:**

For the employee who contracts COVID-19 after being exposed in her workplace:

- ◆ She may be eligible to the benefits under an *Act respecting industrial accidents and occupational diseases*;

For the employee who contracts COVID-19 under other circumstances:

- ◆ She may be eligible for the salary insurance plan.

For the full-time employee who left on a trip before 11:59 p.m. on March 16<sup>th</sup> and who is in mandatory isolation:

- ◆ She continues to receive her remuneration as if she was at work, except inconvenience premiums.

For the employee who left on a trip after 11:59 p.m. on March 16<sup>th</sup> and who is on mandatory isolation:

- ◆ She can use vacation or sick-leave days in anticipation, if applicable.

For the employee waiting for the result of a COVID-19 test and on isolation decreed by the INSPQ or other competent authorities:

- ◆ She continues to receive her remuneration as if she was at work, except inconvenience premiums.
- ◆ If the test result is positive, she may be eligible for benefits under the AIAOD or salary insurance plan. If the test result is negative, she returns to work.

**Maintaining premiums**

The healthcare professionals working in CHSLDs or working with people with serious behaviour disorders keep the lump sum amounts to which they have been entitled.