

## Single Site Orders expiring - Town Hall with Facility leaders – October 20 & 24 2022

### Slido Q&A

1. You are asking for data to be returned by Tuesday, October 25. Is that realistic?

*We acknowledge we are requesting a quick turnaround. The sheet was developed to be as straight forward as possible. The need for the quick turnaround is to inform the current state of our staff and the movement that has occurred since Single Site Orders were put in place, and identify any significant barriers in repatriation of staff and enable us to move to next steps.*

*If there will be an impediment to returning this information on a timely basis, please reach out to our email address. For operators that have union staff, the staff information you return will be shared with representative union so they can help inform staff and answer questions about their rights and entitlements.*

2. If an employee had their line posted as a permanent. In column M, do we mark that an available position even if an incumbent is in that line permanently now?

*It is unavailable if you have no comparable job available, including those that are permanently vacant and filled on a temporary basis (same role, same FTE). It is not required that the exact job is available (e.g. same line on the rotation they held before).*

3. If a job was posted permanently but the former owner wants to return, would this be a bumping process?

*This is being discussed with unions, but it is possible. You may wish to start planning for contingencies and identify what could be available (for example, holding backfilling if there are resignations.)*

4. What if an employee was on COVID leave, but the position has now been eliminated?

*Review current and upcoming vacancies to identify if there is the same job and FT available. Consider if these vacancies can be filled temporarily and hold filling or posting the job pending the possible return of your staff.*

*HEABC is working with unions and employer representatives to provide guidance where there are no vacancies for a returning employee to slot into.*

5. What if the Union section show undefined? Do we update this?

*Yes, please do. If there are empty fields that is because we do not have the information. If it is incorrect, please complete those fields that are blank and send them back to us. The union one is important so Fraser can provide the right information to the unions.*

6. Why is Fraser requiring this information? Can we not implement on our own based on information provided? No need for monitoring.

*All Health Authorities are facilitating the sharing of this information with unions who represent workers in their region. This is to support the unions in understanding the impacts to their membership as a result of the Single Site Orders expiring. The unions have such rights under the agreements that were made to facilitate the implementation of the Single Site Orders.*

7. What seniority do we use for people returning as casuals?

*We will have more details about that going forward. At this time, our recommendation is to find your seniority lists from April 2020. The next communication will involve seniority in detail.*

8. What does the end of SSO mean for accrued vacation time, sick time, etc.?

*We expect to cover this in later townhalls when we can discuss the impact of benefits, accruals and other entitlements. We are all waiting on guidance flowing from the single site transition framework (SSTF) discussions and agreements. We are currently only in the information gathering stage.*

9. Re. the 1.3 FTE: Those people have gained greater seniority, which advantages access to OT and vacations. Disadvantage to other FT existing staff at site.

*Once we have more information regarding the labour adjustment plans and whether that involves seniority adjustments, we can have more detailed discussions.*

10. Does the temporarily transferred seniority from the restricted site get removed from employees December 31?

*We went through a process following the single site orders in May 2020 to combine seniority for staff that were assigned to a site of the same union and collective agreement. There are discussions happening currently with HEABC and union representatives to reach an agreement on the process. Once we have agreement, we will communicate that to facility operators.*

11. Per the SSO, we have continued to pay staff benefits for those who were assigned to other sites. Will we be reimbursed for these expenses?

*We will review and respond when we have that information confirmed. If you have any questions contact Francis Moon (Fraser Health Finance) as [francis.moon@fraserhealth.ca](mailto:francis.moon@fraserhealth.ca).*

12. What happens to the combined 1.3 FTEs who go back to their previous FTE? Will we be adjusting (reducing) that incremental (0.3) gained seniority?

*We do not we expect reductions in seniority but this will be confirmed in an upcoming communication from HEABC and unions.*

*The combined FTE above the posted hours was a provision put in place by the single site transition framework. With the cessation of the single site orders, the expectation will be that staff will return to their previous FTE. This will be confirmed in future.*

13. Can we reach out to all our staff on leave (due to SSO) to see what they are planning to do once SSO is rescinded end of Dec?

*Not yet – it'll be important for staff to understand the implications of their decision, and for that we need to have the transition plan agreed to by unions and HEABC.*

14. Will there be support from HEABC to handle grievances?

*For those who are supported by HEABC, information about their support will be forthcoming.*

15. What does the end of single site mean for wage leveling and related funding remain in place??

*The transition will not affect wage levelling or the funding arrangements already in place. Our understanding is that carries on and we should expect further information related to later in the year or early next yea from the Ministry of Health.*

16. Has anything changed with screening requirements or the vaccination requirement?

*Nothing has changed with the current screening practices or staff vaccination requirements coming from the Ministry of Health surrounding vaccination requirements. Only fully vaccinated staff may work in these settings.*

17. What happens if there is an outbreak or enhanced monitoring, can this staff be allowed to work in the other site?

*A site on enhanced monitoring would be in touch with public health, the site should let the public health contact know if they are seeing staffing challenges that limit cohorting.*

18. One day notice for town halls is problematic. These are hugely important, but so are many of our other commitments

*Like many of you, we received fairly short notice ourselves about the need to get information out to you and booking town halls. We do not expect it will be one day next time but it may be fast. Certainly, we will try to book that forward and we acknowledge that this was really short notice today.*

19. Can you resend the information to the ED and finance departments?

*If you need the list re-sent to you please reach out to our email address. We sent the list to the contact that we have. If there is someone else that you would like to deal with that in your Leadership structure, my ask is that you send it to them.*

20. It is more appropriate for the contacts for this to be admin and Executive Directors. This is HR related, not care related. Not a typical DOC responsibility.

*We have reviewed our contact lists and updated them appropriately.*

21. How frequently will these townhall meetings take place?

*There will be at least one or two more. We see this as an important forum to help align us in our region with the tasks and activities and timelines that we must all achieve. There is further information that we are awaiting from HEABC. You are not required to make contact with your multi site employees at this time. Once we have full information we will hold a town hall and share that with you. It may not be possible to provide much notice, which we are aware is challenging for everyone. As soon as we get milestone pieces to help us advance, we book them as quickly as we can so operators can attend to tasks as soon as possible.*

22. I did not receive the Information Sheet for my site. Who can I request it from?

*Reach out to our working group at [COVID.SingleSiteOrder@fraserhealth.ca](mailto:COVID.SingleSiteOrder@fraserhealth.ca) if you have not received an information sheet.*