

Fraser Health Together

Single Site Order Update – October 20, 2022
Townhall for LTC, AL, and PMH leadership

Erin Bampton, Interim Director, Long Term Care Contract Services
Ken Casorso, Executive Director, People Services

Today's agenda



Introductions



What is happening?



What does this mean?



Scenarios, immediate actions, and next steps



Questions

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What's happening?

Single Site Orders **expire** on Dec 31, 2022

- Staff will be able to work in multiple long-term care, assisted living, and provincial mental health facilities ("*facilities*")
- Wage leveling to HEABC pay rates will continue for now and supported by Ministry of Health
- Vaccination requirements for staff are unaffected and continue
- *Single Site Transition Framework* negotiated to implement and conclude the Single Site Orders
- The *Single Site Transition Framework* allows multisite staff to **return to facilities and statuses from which they were restricted** when Single Site Orders were implemented

When the Single Site Orders were implemented, "multisite staff" who held multiple jobs within *facilities* were restricted to one. These staff were either:

- Restricted from working at your facility and put on "COVID" leave at your facility
- Continued working at your facility and put on "COVID leave" at other facilities. Those with regular status were provided a "combined FTE."

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What does this mean?

Beginning on January 1, 2023:

- Any of your staff will be able to be hired and start working at other facilities
- Multisite staff who:
 - ✓ Are currently working at your facility may opt to resume working at restricted sites in their pre-SSO status
 - ✓ Were restricted from your facility may opt to resume working at your facility in their pre-SSO status
- The *Permanent Posting Process* allowed multisite staff who posted into a permanent role in another facility the option to resign their employment at your facility or have their status maintained and put on COVID leave
 - ✓ This applies to all but Allied health multisite staff
 - ✓ Those who held positions will have to make a selection as to which role to maintain
- Adjustments to the seniority of returning unionized multisite staff will be required (guidance to come as it is finalized with bargaining associations)

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Expected scenarios

Employee Scenario	Possible outcome
Restricted from casual at your facility	Returns to casual status with seniority adjustment
Restricted from regular status at your facility	Returns to formerly held regular job and FTE
Active at your site and restricted at other facility	Returns to restricted site as casual (no impact) or regular status (depending if they choose to and are able maintain both roles or not)
Left your facility to work other permanent role	If did not elect COVID leave → no impact If elected COVID leave → may return to your facility

Note: these scenarios and outcomes are part of discussions with bargaining associations and more specific guidance will be provided in the coming weeks

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Immediate actions

- Facility operators across BC were sent a letter from regional health authority requiring including a list of multisite staff, including contractors, at April 2020
- Facility operators are to complete the spreadsheet to confirm which multisite staff:
 - Continue to work at the facility
 - Who were put on leave continue to be on COVID leave
 - Are working combined FTEs
- Facility operators (e.g. Directors of Care) are responsible for ensuring contractors and subcontractors complete the information and provide it back to the health authority contact by **October 25 2022**

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Sample information sheet

Single Site Order Cessation – Staff information gathering tool

Current Status of Multi-site staff as reported through April 2020 payroll upload

Facility Name Bethany Seniors Care Facility

Fields populated via employer submitted data - Please edit if not correct								Fields to be completed by the Employer					
A	B	C	D	E	F	G	H	I	J	K	L	M	N
Following the Single Site Order this employee was either "Assigned" to this site or placed "On Covid Leave" as a result of SSO	Last Name	First Name	Status	Job Title (note employee may have had more than one occupation, but only one is listed)	Union	Employer	# of LTC/AL Facilities worked in (any region)	Is employee currently working at your site? (Y/N)	Is this employee scheduled for a combined FTE (up to 1.3) under the SSTF? (Y/N)	If yes in Column J, what are the additional hours worked weekly under the SSTF?	Is employee on COVID leave from your site as a result of SSO? (Y/N)	If yes in Column L, is there a position available with same FTE of the position they are on leave from? (Y/N)	Comments
Assigned	Homesoon	Bea	Part-time	Care Aide	BCGEU	Best Care Contract Svcs	2						
Assigned	Anthemum	Chris	Casual	RN	BCNU	Bethany Seniors Care	2						
Assigned	Book	Rita	Full-time	RN	BCNU	Bethany Seniors Care	3						
Assigned	Furaletter	Hope	Full-time	Food Services Manager	Non-Union	Bethany Seniors Care	2						
Assigned	Sin	Ray	Full-time	LPN	BCNU	Bethany Seniors Care	2						
Assigned	DiNominator	Lois	Casual	Care Aide	BCGEU	Good Care Contract Svcs	2						
On Covid Leave	VanRyder	Minnie	Full-time	Care Aide	BCGEU	Best Care Contract Svcs	3						
On Covid Leave	Yose	Audie	Casual	Care Aide	BCGEU	Best Care Contract Svcs	2						
On Covid Leave	Letterback	Anita	Part-time	Recreation Aide	BCGEU	Bethany Seniors Care	2						

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What's next

- A process for operators to canvas multisite on their decision to return to your facility will follow shortly
- HEABC guidance on how to support returnees will be included
- Unionized operators should find seniority lists immediately preceding implementation of Single Site Orders (e.g. April 2020)
- Review records of multisite staff who accepted a permanent position at another facility to identify whether they elected to maintain employment at your facility

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Roles

Stakeholder	Accountabilities
Operators	Understand and implement labour adjustment terms when provided
Staff	<ul style="list-style-type: none">• Ensure staff awareness of process• Timely discussion with operators on commencement
Health Authority Working Group	<ul style="list-style-type: none">• Distribute enabling data including multisite employee list• Coordinate sharing of data with bargaining associations
Unions	Support members, facility labour adjustment, disputes
HEABC	Provide guidance to affiliated members on labour adjustment
Ministry of Health	Provide guidance to non-affiliated operators on labour adjustment

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Questions

- Multisite employee list queries: COVID.SingleSiteOrder@fraserhealth.ca
- Non HEABC affiliate employers: Hlth.LabourAndAgreements@gov.bc.ca
- HEABC will provide a contact to employer members for labour adjustment questions in the coming weeks

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