



CEIU NCR Newsletter

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Message from the NCR-NVP



CEIU-NCR is following up on Regional News and the COVID-19 evolution very closely and will be sharing information with our members.

- Jacques Perrin, Editor

Newly elected Local Executives

On March 10th, 2020, Local Section 70707 held an Annual General Meeting (AGM) and held a local election for a new local executive. The result was as follows:

- ✚ Natalie Dircksen was elected as the new local president;
- ✚ Pat Smith was reelected as the local Vice-president; and
- ✚ Mitch Pellerin was elected as the new local Secretary/Treasurer.

Congratulations to the newly elected local executive members.



(From left to right: Jacques Perrin, Natalie Dirksen, Mitch Pellerin and Daniel Carrière. Pat Smith was absent when this picture was taken)

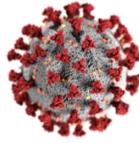
On March 13th, 2020, Local Section 70702 held an Annual General Meeting (AGM) and also held a local election for a new local executive. The result was as follows:

- ✚ Claude Mayer was re-elected as the local president;
- ✚ Jason Rioux was elected as the local Vice-president; and
- ✚ Renée Amyotte was re-elected as the new local Secretary/Treasurer.

Congratulations to the new local executive members.



(Front row, from left to right, Claude Mayer & Renée Amyotte. Back row: Jacques Perrin. Jason Rioux was absent when this picture was taken)



COVID-19 (novel coronavirus)



***** COVID-19: Your rights at work *** UPDATE *****

Please note that this item will be updated regularly as we remain in close contact with both employers and members during this health crisis.

[Read more](#)



***** Strike votes suspended *****

As the number of reported cases of the coronavirus rise in Canada, it is important that PSAC take precautions and act proactively to safeguard the health and safety of our members, as well as the Canadian public.

In keeping with recommendations from both local and national health authorities, the union has made the difficult decision to suspend activities that would require a large gathering of members.

Strike votes in particular for more than 90,000 federal public service workers from the PA, SV, TC and EB bargaining units will be suspended until further notice. The union will re-evaluate whether to continue the suspension or resume the strike votes.

[Read more](#)

***** PSAC Webinar on COVID-19 *****

In early April 2020, PSAC held a webinar on COVID-19. Members will find the major highlights below and on the following pages on this session.

Covert Pandemic and your Rights under the Health and Safety Acts

How it spreads?

- Human corona viruses causes infections of the nose, throat and lungs. They are most commonly spread from an infected person through;
- Respiratory droplets generated when you cough or sneeze;

- Close, prolonged personal contact, such as touching or shaking hands with and infected person and then touching your face and or eyes allowing the viruses to enter your body.

Something you can do to protect yourself

- Wash your hands for at least 20 seconds
- Avoid touching your face
- Don't touch anything you don't have to especially in public
- Avoid non-essential travel
- Clean all high-touched surfaces frequently
- Practice physical distancing –at least 2 meters away from another person



Keeping a safe distance

Using physical distancing techniques, such as using telephone, videoconferencing, or the internet to conduct as much business as possible (including within the same building), allow employees to work from home, or to work flexible hours to avoid peak public transportation times or crowding the workplace.

This is the point many work places are at, and where most of the issues originate, when some are essential (or critical) to the operation of the workplace.



Right to refuse (CLC and Provincial jurisdictions)

Refusal to work if danger (CLC):

128(1) Subject to this section, an employee may refuse to use or operate a machine or thing, to work in a place or to perform an activity, if the employee while at work has reasonable cause to believe that

- (a) the use or operation of the machine or thing constitutes a danger to the employee or to another employee;
- (b) a condition exists in the place that constitutes a danger to the employee; or
- (c) the performance of the activity constitutes a danger to the employee or to another employee.

Right of refusal: Ontario

Article 43 Right to refuse or to stop work where health or safety in danger

(3) A worker may refuse to work or do particular work where he or she has reason to believe that,

(a) any equipment, machine, device or thing the worker is to use or operate is likely to endanger himself, herself or another worker;

(b) the physical condition of the workplace or the part thereof in which he or she works or is to work is likely to endanger himself or herself;

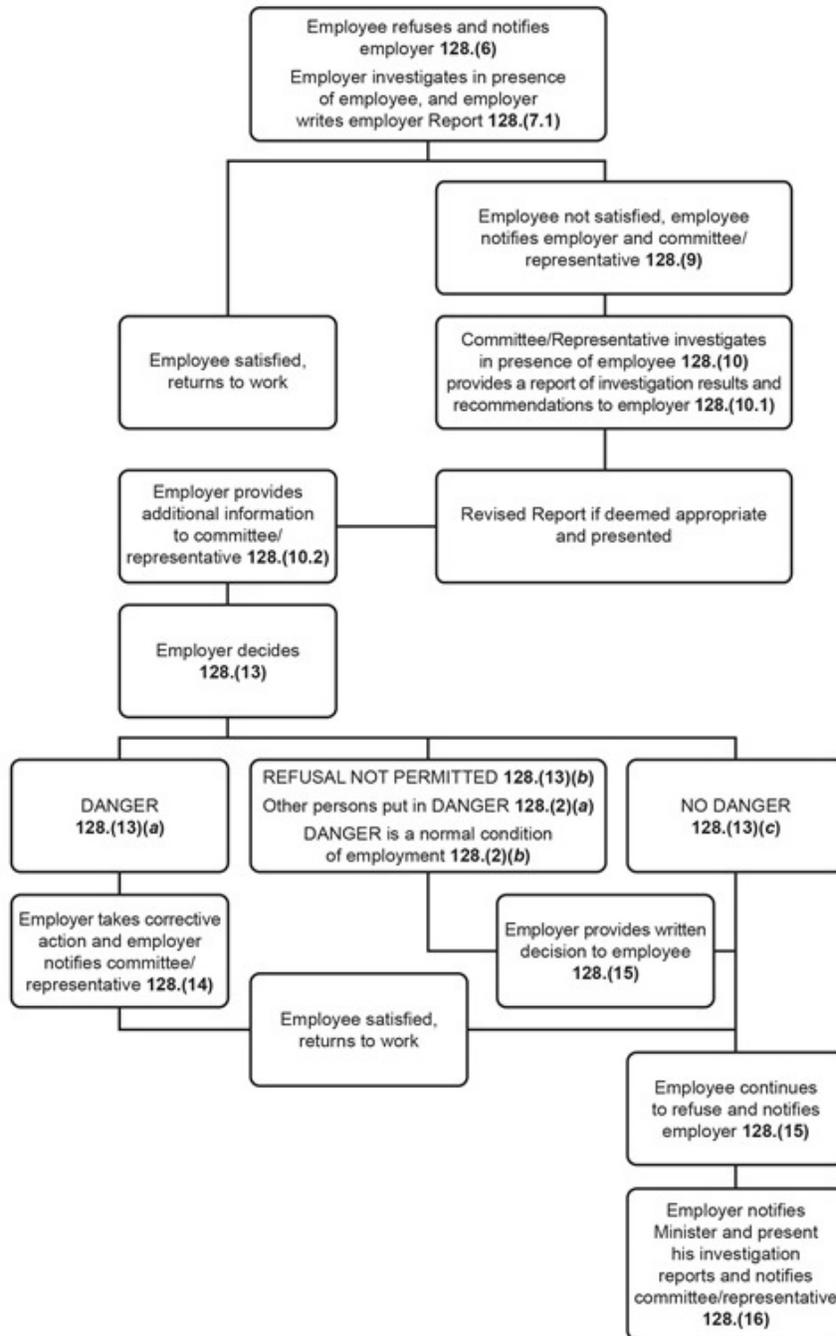
(b.1) workplace violence is likely to endanger himself or herself; or

(c) any equipment, machine, device or thing he or she is to use or operate or the physical condition of the workplace or the part thereof in which he or she works or is to work is in contravention of this Act or the regulations and such contravention is likely to endanger himself, herself or another worker.

Right of refusal: Quebec

Art. 12. A worker has a right to refuse to perform particular work if he has reasonable grounds to believe that the performance of that work would expose him to danger to his health, safety or physical well-being, or would expose another person to a similar danger.

Work place refusal to work flow chart



If you have questions about the right of refusal, either under the Canada Labour Code or under your provincial jurisdiction, contact your PSAC Regional Office.

Workplace should have an infection control plan with the following elements:

- Hand washing facilities
- Alcohol-based disinfectant where hand washing facilities are not available (or for field employees)
- More frequent disinfection with ordinary disinfectants of frequently touched objects such as door handles, other handles, handrails, railings, kettles, etc.
- Ventilation system in good condition
- Personal Protective Equipment when no other option is available
- Adequate training on risks and protection techniques

Useful information!

PSAC: <http://psacunion.ca/covid-19>

Health Canada: <https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection.html>

Centre of Expertise on Mental Health in the Workplace:
<https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/health-wellness-public-servants/mental-health-workplace.html>

Canada Labour Code: <https://laws.justice.gc.ca/eng/acts/L-2/page-23.html#h-341197>

Ontario Occupational Health and Safety Act: <https://www.ontario.ca/laws/statute/90o01>

Quebec Act Respecting Occupational Health and Safety:
<http://legisquebec.gouv.qc.ca/en/showdoc/cs/S-2.1?>

Canadian Centre for Occupational Health and Safety: <https://www.ccohs.ca/>

Ergonomic: <https://www.mayoclinic.org/healthy-lifestyle/adult-health/in-depth/office-ergonomics/art-20046169>

If you have questions, please contact:

Jovanka Ivic, Regional Health and Safety Officer: ivicj@psac-afpc.com
Marc Béland, Regional Health and Safety Officer: belandm@psac-afpc.com



CBC

The coronavirus has no borders and it is spreading at lightning speed. Members can follow the evolution of the COVID-19 pandemic in Canada and around the world with the CBC dashboard that uses the latest official data from public health authorities.

[Read more](#)



Tips for coping with the COVID-19 outbreak

What to do if you are stressed because of the news

If you're feeling nervous about COVID-19, you're not alone. Being concerned and empathetic about this outbreak is normal. However, you may experience feelings of discomfort, impacting concentration, productivity and even disrupting sleep patterns.

What you can do to feel better

- **Stick to the facts as communicated by ESDC, Public Health Agency of Canada or medical professionals.** Instead of reading every article and going to every website, staying offline for a period can be beneficial. If you're concerned, sites that include accurate information include [ESDC iService](#) and the [Public Health Agency of Canada](#);
- **Try and keep it in perspective.** Social media and news outlets can amplify misinformation. Keep in mind that there's a concerted global effort to try and contain this virus, and the World Health Organization is maintaining a [webpage](#) with answers to common questions.
- **Follow prevention tips to stay healthy.** Washing your hands often and properly is the single most effective way to stop the spread of disease.

- **Practice stress and anxiety management.** There are many proven ways to reduce stress and anxiety: getting enough sleep, balanced diet and hydration, exercise, talking about your fears with others, meditation, and more. Find the self-care practice that works for you.
- **Seek help from the [Employee Assistance Program \(EAP\)](#).** You have access to professional assistance and resources 24/7 – from connecting with a counsellor to find confidential help that can help you move forward.

Building resiliency in times of uncertainty

We are living in a complex world with change all around us. Naturally, this can make you feel uncertain or fearful about the present and future. The good news is that resiliency – the ability to thrive in times of change and uncertainty – is learned, and you can start building your resilience today. Use the tips below to take on a more flexible, resilient mindset.

- **Accepting what's out of your control.** Focusing on that which you have no control over will leave you feeling frustrated and exhausted. There are certain circumstances or decisions that are not in your power to control. Let go of them. Doing so will help you move on and focus your energy more positively. Remember: though you may not be able to change these realities, you can change how you respond to them.
- **Embrace change.** There will always be change. Instead of concentrating on the disruptive aspects, take a flexible approach and accept that change is a fundamental part of life that can also bring opportunities and positive outcomes.
- **Staying focused on the big picture.** It's easy to get so wrapped up in the details of an event that you blow it out of proportion. Avoid "catastrophizing" and focus in on the real (or most realistic) impact. Looking at it from a broader perspective can help you more accurately assess its significance.
- **Maintain a positive attitude.** Resilience doesn't mean you have a positive feeling about every negative situation. It means that despite something going wrong you believe you can and will do your best to deal with the situation and move forward.
- **Connecting with others.** Having people around you with whom you can share feelings, discuss problems and receive advice is an essential part of weathering life's storms. It's also important to reach out for help when you feel overwhelmed by a situation.

To access confidential psychological support services, contact the EAP at 1-800-268-7708 or, for the hard of hearing, at 1-800-567-5803.



“It’s going to be OK!”

“ NVP’s ending note ”

These are difficult times and together we will get through this!

On an ending note, we would like to thank the following people which have been there for us since the beginning of this crisis:

- All essential employees under ESDC/Service Canada, IRCC and IRB
- All first-line paramedics;
- All doctors, nurses and specialists in the health field;
- All pharmacists and essential staff in the pharmaceutical field;
- All essential resources in the transport sector;
- All essential employees and suppliers in the food sector;

And I’m sure there are more which I’m forgetting.

In these trying times, it is imperative that we remain united in supporting each other.

On behalf of CEIU, the National Executive, The Regional Executive Council and NCR Presidents Council, please remain safe - stay strong - we will overcome.

With respect and solidarity,



Jacques Perrin
NVP NCR
CEIU PSAC

