

To all Unifor 1106 Healthcare members,

We are a few weeks into the COVID-19 pandemic. In these troubled times we want to acknowledge how difficult this is for you, your family, your coworkers and so many of our Unifor members. We understand you are dealing with the anxiety and uncertainty of the pandemic's effect.

To our Front-Line Health Care Worker we appreciate the hard work you are doing and we are here to support you.

The Ford government hasn't adequately protected long-term care residents and the workers by addressing the staffing shortages in this province. This same government has made continuous cuts to the hospital sector leaving it struggling prior to the current crisis.

This is part of a letter that was sent to your employers on behalf of your union.

Our members and your employees face the greatest risk of contracting COVID-19. Despite this they remain on the front-line, and in most cases are going above and beyond to provide care for their **residents or patients**. We are living in unprecedented times, and health care workers are one of the few occupations that governments demand be at work. While our members understand the risks they face, we believe there are actions you can take to mitigate the challenges they face and to show them the respect they so rightly deserve.

Most employers in the retail sector have taken steps to provide additional protections, and added a \$2.00 per hour premium for all of their employees who continue to go to work every single day.

Working short has been a constant in your facility for several months. With just minutes allotted to provide care, practicing universal precautions is a challenge. Even prior to the pandemic, we know that personal support workers have left this industry in droves. Added to that, families and volunteers who participated in care, and particularly feeding are no longer allowed in these facilities, adding to the work of the front-line staff.

We recommend that you take proactive measures to protect both the staff and those that they care for. Immediately up-staff your facility, utilizing any casual and part-time workers who are able, to schedule full-time hours creating a safe ratio, continual sanitized workplaces and ensuring residents are getting appropriate nutrition.

Add a \$3.00 per hour premium for all hours worked for the duration of the pandemic. This will at the very least assist with additional childcare costs and provide incentives for staff to stay employed at your facility and even help attract personal support workers and others who have left the industry to return.

(hospitals) The burden on front-line health care workers is tremendous and we recommend you take immediate action to alleviate this.

Immediately work to up-staff your hospital with front-line workers who are charged with care, cleaning, sanitizing and sterilizing and food preparation and delivery.

Add a \$3.00 per hour premium for all hours worked for the duration of the pandemic to all staff. This will at the very least assist with additional childcare costs and provide incentives for staff to stay employed at your facility and even help attract more workers during this critical period.

We would stress that this should be an equal premium across the board, regardless of rate of pay or employment status.

We firmly believe that actions like this will also reduce the number of health care workers who are working in multiple facilities; something we know can be dangerous at the best of times. It will of course also be a sign of respect for your employees.

We thank you for your prompt attention to this matter and look forward to hearing from you.