

Memo

Date: May 6, 2022

To: All Staff

Re: TIKINAGAN PANDEMIC MEASURES - UPDATE

While improvement is being made with vaccination rates, and there are small decreases in cases, Tikinagan will be keeping many of our pandemic measures in place until the end of May 2022. However, changes being made include adjustments to Pandemic Pay (please see attached email), level of masking in-office and working towards more staff being permitted to work in-office.

Instead of mandatory double masking/N95s, we are reducing the requirement back to single medical grade masks. N95s will continue to be available should staff working in office prefer these. Also a reminder that eye protection (goggles or faceshield) is not mandatory for **in-office work**, but these are also available for additional protection (eye protection does not replace mandatory mask wearing but can be worn in addition to a mask).

We will continue to have staff at all Tikinagan offices work remotely as much as possible. However, we recognize that in-office work can be more productive and help us feel like part of a “team”. Managers will have the authority to schedule a broader range of in-office work (not just essential/urgent tasks). We will continue to encourage meetings, gatherings or internal and external contacts in-office or off-site to be done virtually or by phone. However, where in-person meetings or training is required or advisable, Managers have the authority to approve this as well as long as all pandemic precautions such as physical distancing, mask wearing, etc are followed.

Aside from above changes, all other Tikinagan pandemic measures remain in place until the **end of May 2022** including:

- Staff are reminded to follow the measures in our **Pandemic Measures in the Workplace Protocol** for any in-office work, including **completing the Daily Health Screening** before entering our offices (do not go to the office if you answer Yes to any of the screening questions), not coming to the office if you or someone in your household is ill, using hand-sanitizer upon entry and exit, wearing a mask and washing your hands frequently.
- Please note that we currently have enhanced masking measures requiring staff attending Tikinagan offices **to wear disposable medical grade masks (not cloth ones) except when at your desk. Furthermore, if you share an office or work in an open space with others, you must wear masks at all times.**
- **Also a reminder that eye protection (faceshield or goggles) and enhanced masking (N95, KN95 or double disposable masks) are required for work-related duties as follows:**
 - any time you enter someone’s home or
 - need to be closer than 6 feet to someone not wearing a mask, e.g. carrying a baby or toddlers

- **providing care to a client in a hotel or transporting a client in a vehicle or other closed in space.**
- If staff or someone living or staying with them travel outside of Canada we require that staff **NOT** attend Tikinagan offices, drive Tikinagan vehicles or have in-person contact with staff or clients for 14 days after their return or the arrival of anyone staying with them who travelled outside of Canada.
- If a Tikinagan employee contracts COVID-19 (tests positive on a Rapid or PCR Test) or is a close contact to someone who tests positive for COVID-19 they cannot attend a Tikinagan office/facility, use a Tikinagan vehicle, or have in-person contact with staff or clients for 5 days after testing positive or 5 days after last contact with someone who has tested positive. For AOH staff, they are restricted from working in an AOH for a 10 day period. Staff person must also follow any additional advice of health officials regarding self-isolation or other restrictions.
- Staff are reminded to consult and follow the **Service Contingency Plan** to deliver services.
- **Premium Pay will be amended effective May 14. Please see attached Premium Pay memo and policy.**
- And a reminder that if staff are tested for COVID-19, they are required to promptly notify their supervisor, PPE Chair Arlene McClendon, Christina Zatorsky & HR Manager Sarah Morin.
- Tikinagan staff are also required to follow any local pandemic measures put in place. Please keep your supervisor up to date on outbreaks or any changes to pandemic measures in your community.

Please note above list contains enhanced measures in excess of provincial requirements or previous Tikinagan measures and where they conflict the higher levels prescribed above are to be followed.

Attached are the Pandemic Measures in the Workplace Protocol (formerly called the Return to the Workplace Protocol) the Services Contingency Plan, the AOH Staffing Shortage Contingency Plan as well as recent information regarding Premium Pay, employees testing positive or close contact with positives and PPE.

Again, I thank you for your co-operation with these measures. Stay safe and take care of yourselves and your families.