

April 20, 2020

New information on redeployment/shift change rights, mask use

CUPE and the other health care unions are in negotiations with the Health Employers Association of BC (HEABC) to establish general terms for Principles of Redeployment. While these discussions take place, we have produced a new [fact sheet](#) with important information about your rights upon redeployment or shift change.

This information includes details on premium pay and overtime for rights related to shift scheduling/hours of work for both CBA and HSPBA members. The document also asserts CUPE's position that any need to redeploy a member be done on a volunteer basis and that the redeployment be based on seniority, including eventual return to one's position and accrual of seniority and earned benefits during the redeployment period.

Elsewhere on the COVID-19 page, you'll find the following important update on the use of masks in our [Frequently Asked Questions](#) document:

CANADA'S CHIEF PUBLIC HEALTH OFFICER AND OTHERS ARE SAYING THAT WEARING A HOME-MADE FACIAL COVERING MIGHT HELP STOP THE SPREAD OF THE CORONAVIRUS. IS THIS TRUE? IF MY WORKPLACE IS RUNNING OUT OF PPE, SHOULD I CONSIDER MAKING MY OWN MASK?

- Health Canada has advised that wearing a facial covering/non-medical mask in the community has not been proven to protect the person wearing it and is not a substitute for physical distancing and hand washing. Wearing a homemade mask is an additional measure you may wish to take to help protect others around you, especially if you are experiencing symptoms. If you decide to wear a homemade mask, it should only be for short periods of time when physical distancing is not possible in public settings, such as when grocery shopping or using public transit.
- To be clear, homemade masks are not medical devices or PPE and should not be used as a substitute for surgical masks or N95 respirators. They are not effective in blocking virus particles that may be transmitted by coughing, sneezing, or certain medical procedures.
- [For more information, please visit the Health Canada website.](#)