

Multi-Employer/UNA Joint Committee
Tentative Agreement Re: N95 Respirator Provision and Fit-Testing

Multi-Employer/UNA Collective Agreement:

The parties recognize the need for a safe and healthy workplace. The Employer shall be responsible for providing safe and healthy working conditions. The Employer and Employees will take all reasonable steps to eliminate, reduce or minimize all workplace safety hazards.

Employers and UNA share a commitment to protect the health and safety of Employees covered by the Multi-Employer/UNA Collective Agreement from exposure to airborne infectious disease(s) in the course of their work.

UNA and Employers agree that:

- N95 respirator fit-testing will be provided for all Employees covered by the Multi-Employer/UNA Collective Agreement. In accordance with CSA standards, such Employee fit-testing will be conducted every two years or more frequently if something has occurred that would change the effectiveness of the facial seal of a previously fit-tested N95 respirator.
- Employees who cannot achieve an effective facial seal as demonstrated through a CSA approved fit-testing process, or who have not been fit-tested for an N95 respirator shall not be expected by the Employer to enter or provide services in an area where a suspected or confirmed airborne infectious disease outbreak has been declared by the Medical Officer of Health. Such Employees may be redeployed to another area.
- Annual in-service education regarding N95 respirators, other personal protection devices, infection prevention and control measures and health and safety procedures shall be provided to Employees.
- Employee compliance with the fit-testing and educational program shall be mandatory, in accordance with Article 35.02(a).
- The Employer will ensure that an appropriate supply of N95 respirators is available for use by Employees.
- Employers may require an implementation period to ensure that all Employees receive the initial N95 respirator fit-testing.