

**Ministry of Health**

Office of Chief Medical Officer of Health, Public Health
393 University Avenue, 21st Floor
Toronto ON M5G 2M2

Tel.: 416 212-3831
Fax: 416 325-8412

Ministère de la Santé

Bureau du médecin hygiéniste en chef, santé publique
393 avenue University, 21^e étage
Toronto ON M5G 2M2

Tél. : 416 212-3831
Télééc. :416 325-8412

April 2, 2020

MEMORANDUM

TO: Board of Health Chairs
Medical Officers of Health
President, Association of Local Public Health Agencies

RE: Emergency Order to Support Public Health Units with Human Resource Capacity

The government has enacted a new Emergency Order (EO) under Section 7.0.2 (4) of the *Emergency Management and Civil Protection Act* (EMCPA) to enhance public health human resources capacity specific to COVID-19. This order is valid for 14 days unless revoked or renewed in accordance with the EMCPA.

The temporary EO gives boards of health the authority and flexibility to make human resource decisions as necessary to respond to, prevent, and alleviate the outbreak of COVID-19, despite any collective agreements in place.

The order includes authority for measures such as: redeploying staff within different locations of the public health unit; employing extra part-time staff, other temporary staff, or contractors, including for the purposes of performing bargaining unit work; and using volunteers to perform work, including to perform bargaining unit work.

The EO can be found here:

- EN: <https://www.ontario.ca/laws/regulation/r20116>
- FR: <https://www.ontario.ca/fr/lois/reglement/r20116>

The order is intended to support adequate resourcing of public health units to respond to COVID-19, by expanding capacity urgently to implement critical public health functions, such as case and contact management.

As the emergency measures in question may involve the temporary suspension of terms set out in your collective agreements, I strongly recommend that you engage in good faith with your bargaining agents in conjunction with the measures. If feasible, engagement could

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include advance notice to and consultation with bargaining agents. If advance notice and/or consultation is not feasible in your particular circumstances, bargaining agents should be provided with notice upon adoption of the measures and should be informed that you seek to maintain a dialogue with them for their input and feedback with respect to the measures for your consideration in good faith in so far as the exigencies of the situation permit.

Please contact Chris Harold, A/Manager, Integrated Strategy and Policy Coordination, at chris.harold@ontario.ca or Colleen Kiel, Director, Strategy and Planning at colleen.kiel@ontario.ca if you have any questions or would like additional guidance on implementation of the measures in this order.

The public health sector is undertaking incredible efforts to respond to this emergency in Ontario. Thank you for your action and commitment.

Yours truly,



David C. Williams, MD, MHSc, FRCPC
Chief Medical Officer of Health

cc: Alison Blair, Assistant Deputy Minister, Emergency Health Services and Public Health
Modernization Lead
Association of Municipalities of Ontario
Chief Administrative Officers and Clerks of Ontario's 444 municipalities