

Klachkova, Anastasiya (CSC/SCC)

From: Arseneault Bev (NHQ-AC)
Sent: February 25, 2021 1:08 PM
To: Clement Chris (NHQ-AC); Massicotte Nancy (QUE); Dunn Kathleen (NHQ-AC)
Subject: RE: Implementation of CNESST and INSPQ in Quebec provincial corrections - for your review and feedback

I think that their recommendation should specifically state health care staff then. Will leave it to you about whether to include the response. IN one of the emails, you had included CSC's position, so I was just sharing my thoughts on CSC's position.

Bev Arseneault
Correctional Service Canada / Service correctionnel Canada
Government of Canada/ Gouvernement du Canada
Mail/courriel: Bev.Arseneault@csc-scc.gc.ca /Tel: 613-995-7807

From: Clement Chris (NHQ-AC) <Chris.Clement@CSC-SCC.GC.CA>
Sent: February 25, 2021 12:04 PM
To: Arseneault Bev (NHQ-AC) <Bev.Arseneault@CSC-SCC.GC.CA>; Massicotte Nancy (QUE) <Nancy.Massicotte@CSC-SCC.GC.CA>; Dunn Kathleen (NHQ-AC) <Kathleen.Dunn@CSC-SCC.GC.CA>
Subject: RE: Implementation of CNESST and INSPQ in Quebec provincial corrections - for your review and feedback

From: Arseneault Bev (NHQ-AC) <Bev.Arseneault@CSC-SCC.GC.CA>
Sent: February 25, 2021 11:50 AM
To: Clement Chris (NHQ-AC) <Chris.Clement@CSC-SCC.GC.CA>; Massicotte Nancy (QUE) <Nancy.Massicotte@CSC-SCC.GC.CA>; Dunn Kathleen (NHQ-AC) <Kathleen.Dunn@CSC-SCC.GC.CA>
Subject: RE: Implementation of CNESST and INSPQ in Quebec provincial corrections - for your review and feedback

You folks are writing back and forth while I am writing, so have included your changes in my suggestions below:

Hi Matt,

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As discussed, we are proposing a change to the wording of the recommendation, see below.

This will reflect the work that CSC currently has underway to enable us to meet the recommendation.

Current language of recommendations are:

- As per the directive of the CNESST et the INSPQ, employees required to work in red zones [as defined by the Red Cross] should wear N95 masks for their interventions in the red zone
- Prepare and put in place a respiratory protection program for wearing of N95 masks for employees working in hot zones as per the recommendations of the CNESST

CSC would propose modifying the recommendations to read:

- CSC to work towards implementation of a plan for N95 respirator use for staff working in red zones – for affected institutions experiencing outbreaks as per provincial guidance (i.e. CNESST and INSPQ). ISNT THE DIRECTION FOR HEALTH CARE STAFF ONLY OR THOSE PROVIDING HEALTH SERVICES TO INMATES? You are correct the recommendation is for health care staff only.
- CSC to put in place a respiratory protection Program that includes FIT testing and education of staff on the appropriate use of N95 respirators.

CSC response: should we include this? Not sure of its relevance to this response? Thoughts?

CSC has a respiratory protection program in place. The respiratory protection program ensures the safety of anyone required to use a respirator. Respirators minimize risk when administrative and engineering building controls cannot ensure a safe atmosphere. You might use a respirator under either normal or emergency conditions. Respirators include:

- self-contained breathing apparatus (SCBA) for fire response and confined space
- gas mask for chemical agents intervention
- surgical masks (N/95) for medical protection
- half-mask respirators used in industrial and agricultural applications

Due to the shortage of N95 respirators globally, CSC had been unable to secure a sustainable supply of new masks. CSC nurses and correctional officers are required to be fit tested annually (need to confirm). In review of CSC's N95 inventory, we found more than 30 different types of N95 respirators in use and fit tested across the country. CSC has recently secured a sustainable supply of N95 respirators and is in the process of distributing the new models for the purpose of re-fit testing staff.

In the interim, as we focus on fit testing staff with the new models of N95 respirators, CSC is requiring staff working at outbreak sites to wear level 2 medical masks and face shields. This exceeds the requirements of our provincial correctional partners as they transition to fit testing their employees.

We look forward to the opportunity to meet with your team again to review and answer any questions you have about our plans.

Many thanks in advance

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Subject: RE: Implementation of CNESST and INSPQ in Quebec provincial corrections - for your review and feedback

Thanks everyone,
How about this?

-CSC to work towards implementation of staff working in red zones wearing N95 mask for their intervention in these zones as recommended by CNESTT and INSPQ. CSC will put in place a plan to include FIT testing for staff and education on appropriate use of N 95 respirators.

- Prepare and put in place a respiratory protection system for wearing N95 mask which is now required for employees working in hot zones as recommended by CNESTT.

- CST is in the process of FIT testing all staff in Quebec and across the country on N 95 masks for which we have identified a sustainable supply chain. The models previously used are no longer available and so we cannot replenish stock. This is a priority for CSC, we have dedicated a project manager, worked with PHAC to establish protocols for FIT testing during a pandemic and INSPQ is supplying masks for FIT testing that we can replenish when used to ensure that we have them available when needed.

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I concur with Nancy's comments.

Bev Arseneault

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From: Massicotte Nancy (QUE) <Nancy.Massicotte@CSC-SCC.GC.CA>

Sent: February 25, 2021 6:43 AM

To: Clement Chris (NHQ-AC) <Chris.Clement@CSC-SCC.GC.CA>; Dunn Kathleen (NHQ-AC) <Kathleen.Dunn@CSC-SCC.GC.CA>; Arseneault Bev (NHQ-AC) <Bev.Arseneault@CSC-SCC.GC.CA>

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Hi Chris

2 comments:

- we are not currently fit testing right now. I propose to write, " in the process of fit testing" or "the planning of fit testing everyone is in place", something like that.

- when we say, "in response of CNESTT and INSPQ, don t we imply that we have to respect and follow des rules? Which we don t. I would suggest, that we say we agree to wear N95 in red zone, as also recommand by INSPQ and CNESTT.

I just want a make sure that we won t be bond with everything provincial will say.

What do you think?

Thanks again for your support.

Nancy

Envoyé de mon appareil Samsung de Bell via le réseau le plus vaste au pays.

----- Message d'origine -----

De : "Clement Chris (NHQ-AC)" <Chris.Clement@CSC-SCC.GC.CA>

Date : 21-02-24 5 h 00 p.m. (GMT-05:00)

À : "Dunn Kathleen (NHQ-AC)" <Kathleen.Dunn@CSC-SCC.GC.CA>, "Massicotte Nancy (QUE)" <Nancy.Massicotte@CSC-SCC.GC.CA>, "Arseneault Bev (NHQ-AC)" <Bev.Arseneault@CSC-SCC.GC.CA>

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Hi there,

Can you please review and edit as you see necessary, I will incorporate and send to Matt as agreed on the call

Thanks

CC

Hi Matt,

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As discussed we are proposing a change to the wording of the recommendation, see below.

This will reflect the work that CSC currently has underway to enable us to meet the recommendation.

- CST is in the process of FIT testing all staff in Quebec and across the country on N 95 masks for which we have identified a sustainable supply chain. The models previously used are no longer available and so we cannot replenish stock. This is a priority for CSC, we have dedicated a project manager, worked with PHAC to establish protocols for FIT testing during a pandemic and NESS is supplying masks for FIT testing that we can replenish when used to ensure that we have them available when needed.
- We have reviewed the provincial plan from Quebec Corrections, attached in French and translated below. As they transition to N 95's they support staff in wearing Level 2 medical masks when an N 95 is not available. We already have our staff in Level 2 medical masks and go even a step further as our staff are all wearing face shields as well. As part of our transition we will continue with Level 2 medical masks and face shields.

With this work underway we believe we have a plan that will allow us to achieve the end goal of keeping staff and inmates safe.

With this in mind our suggested wording for the recommendation is:

- In response to CNESST and INSPQ directives for staff working in red zones need to wear the N95 mask for their intervention in these zones CSC will put in place a plan to include FIT testing for staff and education on appropriate use of N 95 respirators.
- Prepare and put in place a respiratory protection system for wearing N95 mask which is now required for employees working in hot zones as recommended by CNESST.

We look forward to the opportunity to meet with your team again to review and answer any questions you have about our plans.

Many thanks in advance

Chris

Translated version of Quebec Corrections Canada plan for N 95 respirators in red zones

Quebec, February 12, 2021 - On January 8, the risk of transmission of COVID-19 by aerosol has been recognized by the National Institute of Public Health of Quebec.

The Commission for Standards, Equity, Health and Safety at Work (CNESST) and the Robert Sauvé Research Institute in Occupational Health and Safety (IRSST) took the decision to make the wearing of a water proof mask, i.e. the N95, compulsory for staff working in health care services and in hot areas from dated February 11, 2021. This recommendation has been analyzed by the health and safety team at work (SST) of the Ministry of Public Security (MSP).

So, from today it is recommended that the N95 be worn for CHW and ASS personnel working in hot zone in hatching detention facilities.

To meet the employer's legal obligation in terms of health and safety and To ensure effective respiratory protection, a mask seal is necessary.

Thus, the absence of facial hair and a fit test will be required.

Thus, personnel called upon to wear the N95 are requested to have a fresh beard shaved at all times, not to have a mustache, sideburns or hair that could interfere with the seal of the mask.

Note that the fit tests may start during the week of February 15, 2021 and that a schedule for carrying out these tests will be sent to the National Union of Agents of peace in corrections.

The CNESST authorizes, on a transitional basis, that the N95 be worn without the test sealing (fit test) has been done. Also, in the absence of an N95 mask, wearing a mask procedure conforming to ASTM level 2 (the one provided by the DGSC) well adjusted is considered compliant.

We are well aware that this measure may raise several questions and concerns.

However, the objective is to provide the required equipment to preserve your health.

Details from the MSP's OHS team will be sent to you regarding the good practices for using an N95 mask.

In view of the evolution of the situation, other measures may possibly be implemented by the Correctional Services to limit the risk of transmission

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If you're asking me, yes

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Are we good with the edits?
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RÉVISÉ PAR LA DIVISION AIPRP
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Sent: February 25, 2021 1:21 PM
To: Dunn Kathleen (NHQ-AC); Clement Chris (NHQ-AC); Arseneault Bev (NHQ-AC)
Cc: Dumais Line (QUE)
Subject: RE: Implementation of CNESST and INSPQ in Quebec provincial corrections - for your review and feedback

Yes me too.
Thanks

Nancy Massicotte

DRSS/RDHS
450-972-7629

Je vous invite à répondre à ce courriel dans la langue officielle de votre choix.
I encourage you to answer this email in the official language of your choice.

De : Dunn Kathleen (NHQ-AC) <Kathleen.Dunn@CSC-SCC.GC.CA>
Envoyé : 25 février 2021 13:14
À : Clement Chris (NHQ-AC) <Chris.Clement@CSC-SCC.GC.CA>; Arseneault Bev (NHQ-AC) <Bev.Arseneault@CSC-SCC.GC.CA>; Massicotte Nancy (QUE) <Nancy.Massicotte@CSC-SCC.GC.CA>
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Yes, am in agreement

Kathy

From: Clement Chris (NHQ-AC) <Chris.Clement@CSC-SCC.GC.CA>
Sent: February 25, 2021 1:13 PM
To: Arseneault Bev (NHQ-AC) <Bev.Arseneault@CSC-SCC.GC.CA>; Massicotte Nancy (QUE) <Nancy.Massicotte@CSC-SCC.GC.CA>; Dunn Kathleen (NHQ-AC) <Kathleen.Dunn@CSC-SCC.GC.CA>
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Ok thanks
Kathy and Nancy are you good?
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To: Clement Chris (NHQ-AC) <Chris.Clement@CSC-SCC.GC.CA>; Massicotte Nancy (QUE) <Nancy.Massicotte@CSC-SCC.GC.CA>; Dunn Kathleen (NHQ-AC) <Kathleen.Dunn@CSC-SCC.GC.CA>
Subject: RE: Implementation of CNESST and INSPQ in Quebec provincial corrections - for your review and feedback

I think that their recommendation should specifically state health care staff then. Will leave it to you about whether to include the response. IN one of the emails, you had included CSC's position, so I was just sharing my thoughts on CSC's position.

Bev Arseneault
Correctional Service Canada / Service correctionnel Canada
Government of Canada/ Gouvernement du Canada
Mail/courriel: Bev.Arseneault@csc-scc.gc.ca /Tel: 613-995-7807

From: Clement Chris (NHQ-AC) <Chris.Clement@CSC-SCC.GC.CA>
Sent: February 25, 2021 12:04 PM
To: Arseneault Bev (NHQ-AC) <Bev.Arseneault@CSC-SCC.GC.CA>; Massicotte Nancy (QUE) <Nancy.Massicotte@CSC-SCC.GC.CA>; Dunn Kathleen (NHQ-AC) <Kathleen.Dunn@CSC-SCC.GC.CA>
Subject: RE: Implementation of CNESST and INSPQ in Quebec provincial corrections - for your review and feedback

From: Arseneault Bev (NHQ-AC) <Bev.Arseneault@CSC-SCC.GC.CA>
Sent: February 25, 2021 11:50 AM
To: Clement Chris (NHQ-AC) <Chris.Clement@CSC-SCC.GC.CA>; Massicotte Nancy (QUE) <Nancy.Massicotte@CSC-SCC.GC.CA>; Dunn Kathleen (NHQ-AC) <Kathleen.Dunn@CSC-SCC.GC.CA>
Subject: RE: Implementation of CNESST and INSPQ in Quebec provincial corrections - for your review and feedback

You folks are writing back and forth while I am writing, so have included your changes in my suggestions below:

Hi Matt,

Thanks again for meeting with us yesterday, we really appreciate what all of the work CRC has done and continues to do in supporting CSC with outbreaks and site visits. As discussed, we are proposing a change to the wording of the recommendation, see below. This will reflect the work that CSC currently has underway to enable us to meet the recommendation.

Current language of recommendations are:

- As per the directive of the CNESST et the INSPQ, employees required to work in red zones [as defined by the Red Cross] should wear N95 masks for their interventions in the red zone
- Prepare and put in place a respiratory protection program for wearing of N95 masks for employees working in hot zones as per the recommendations of the CNESST

CSC would propose modifying the recommendations to read:

- CSC to work towards implementation of a plan for N95 respirator use for staff working in red zones – for affected institutions experiencing outbreaks as per provincial guidance (i.e. CNESST and INSPQ). ISNT THE DIRECTION FOR HEALTH CARE STAFF ONLY OR THOSE PROVIDING HEALTH SERVICES TO INMATES? You are correct the recommendation is for health care staff only.
- CSC to put in place a respiratory protection Program that includes FIT testing and education of staff on the appropriate use of N95 respirators.

CSC response: should we include this? Not sure of its relevance to this response? Thoughts?

CSC has a respiratory protection program in place. The respiratory protection program ensures the safety of anyone required to use a respirator. Respirators minimize risk when administrative and engineering building controls cannot ensure a safe atmosphere. You might use a respirator under either normal or emergency conditions. Respirators include:

- self-contained breathing apparatus (SCBA) for fire response and confined space
- gas mask for chemical agents intervention
- surgical masks (N/95) for medical protection
- half-mask respirators used in industrial and agricultural applications

Due to the shortage of N95 respirators globally, CSC had been unable to secure a sustainable supply of new masks. CSC nurses and correctional officers are required to be fit tested annually (need to confirm). In review of CSC's N95 inventory, we found more than 30 different types of N95 respirators in use and fit tested across the country. CSC has recently secured a sustainable supply of N95 respirators and is in the process of distributing the new models for the purpose of re-fit testing staff.

In the interim, as we focus on fit testing staff with the new models of N95 respirators, CSC is requiring staff working at outbreak sites to wear level 2 medical masks and face shields. This exceeds the requirements of our provincial correctional partners as they transition to fit testing their employees.

We look forward to the opportunity to meet with your team again to review and answer any questions you have about our plans.

Many thanks in advance

Chris

Bev Arseneault

Correctional Service Canada / Service correctionnel Canada

From: Clement Chris (NHQ-AC) <Chris.Clement@CSC-SCC.GC.CA>

Sent: February 25, 2021 11:17 AM

To: Arseneault Bev (NHQ-AC) <Bev.Arseneault@CSC-SCC.GC.CA>; Massicotte Nancy (QUE) <Nancy.Massicotte@CSC-SCC.GC.CA>; Dunn Kathleen (NHQ-AC) <Kathleen.Dunn@CSC-SCC.GC.CA>

Subject: RE: Implementation of CNESST and INSPQ in Quebec provincial corrections - for your review and feedback

Thanks everyone,
How about this?

-CSC to work towards implementation of staff working in red zones wearing N95 mask for their intervention in these zones as recommended by CNESST and INSPQ. CSC will put in place a plan to include FIT testing for staff and education on appropriate use of N 95 respirators.

- Prepare and put in place a respiratory protection system for wearing N95 mask which is now required for employees working in hot zones as recommended by CNESST.

- CST is in the process of FIT testing all staff in Quebec and across the country on N 95 masks for which we have identified a sustainable supply chain. The models previously used are no longer available and so we cannot replenish stock. This is a priority for CSC, we have dedicated a project manager, worked with PHAC to establish protocols for FIT testing during a pandemic and NESS is supplying masks for FIT testing that we can replenish when used to ensure that we have them available when needed.

From: Arseneault Bev (NHQ-AC) <Bev.Arseneault@CSC-SCC.GC.CA>

Sent: February 25, 2021 7:23 AM

To: Massicotte Nancy (QUE) <Nancy.Massicotte@CSC-SCC.GC.CA>; Clement Chris (NHQ-AC) <Chris.Clement@CSC-SCC.GC.CA>; Dunn Kathleen (NHQ-AC) <Kathleen.Dunn@CSC-SCC.GC.CA>

Subject: RE: Implementation of CNESST and INSPQ in Quebec provincial corrections - for your review and feedback

I concur with Nancy's comments.

Bev Arseneault
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From: Massicotte Nancy (QUE) <Nancy.Massicotte@CSC-SCC.GC.CA>

Sent: February 25, 2021 6:43 AM

To: Clement Chris (NHQ-AC) <Chris.Clement@CSC-SCC.GC.CA>; Dunn Kathleen (NHQ-AC) <Kathleen.Dunn@CSC-SCC.GC.CA>; Arseneault Bev (NHQ-AC) <Bev.Arseneault@CSC-SCC.GC.CA>

Subject: RE: Implementation of CNESST and INSPQ in Quebec provincial corrections - for your review and feedback

Hi Chris
2 comments:

- we are not currently fit testing right now. I propose to write "in the process of fit testing" or "the planning of fit testing everyone is in place", something like that.

- when we say, "in response of CNESST and INSPQ, don t we imply that we have to respect and follow des rules? Which we don t. I would suggest, that we say we agree to wear N95 in red zone, as also recommand by INSPQ and CNESST.

I just want a make sure that we won t be bond with everything provincial will say.

What do you think?

Thanks again for your support.

Nancy

Envoyé de mon appareil Samsung de Bell via le réseau le plus vaste au pays.

----- Message d'origine -----

De : "Clement Chris (NHQ-AC)" <Chris.Clement@CSC-SCC.GC.CA>

Date : 21-02-24 5 h 00 p.m. (GMT-05:00)

À : "Dunn Kathleen (NHQ-AC)" <Kathleen.Dunn@CSC-SCC.GC.CA>, "Massicotte Nancy (QUE)" <Nancy.Massicotte@CSC-SCC.GC.CA>, "Arseneault Bev (NHQ-AC)" <Bev.Arseneault@CSC-SCC.GC.CA>

Objet : Implementation of CNESST and INSPQ in Quebec provincial corrections - for your review and feedback

Hi there,

Can you please review and edit as you see necessary, I will incorporate and send to Matt as agreed on the call

Thanks

CC

Hi Matt,

Thanks again for meeting with us today, we really appreciate it, as we do all of the work CRC has done and continues to do in supporting CSC with outbreaks and site visits.

As discussed we are proposing a change to the wording of the recommendation, see below.

This will reflect the work that CSC currently has underway to enable us to meet the recommendation.

- CST is in the process of FIT testing all staff in Quebec and across the country on N 95 masks for which we have identified a sustainable supply chain. The models previously used are no longer available and so we cannot replenish stock. This is a priority for CSC, we have dedicated a project manager, worked with PHAC to establish protocols for FIT testing during a pandemic and NESS is supplying masks for FIT testing that we can replenish when used to ensure that we have them available when needed.
- We have reviewed the provincial plan from Quebec Corrections, attached in French and translated below. As they transition to N 95's they support staff in wearing Level 2 medical masks when an N 95 is not available. We already have our staff in Level 2 medical masks and go even a step further as our staff are all wearing face shields as well. As part of our transition we will continue with Level 2 medical masks and face shields.

With this work underway we believe we have a plan that will allow us to achieve the end goal of keeping staff and inmates safe.

With this in mind our suggested wording for the recommendation is as follows:

- In response to CNESST and INSPQ directives for staff working in red zones in Canada CSC will put in place a plan to include FIT testing for staff and education on appropriate use of N 95 respirators.
- Prepare and put in place a respiratory protection system for wearing N95 mask which is now required for employees working in hot zones as recommended by CNESST.

We look forward to the opportunity to meet with your team again to review and answer any questions you have about our plans.

Many thanks in advance

Chris

Translated version of Quebec Corrections Canada plan for N 95 respirators in red zones

Quebec, February 12, 2021 - On January 8, the risk of transmission of COVID-19 by aerosol has been recognized by the National Institute of Public Health of Quebec.

The Commission for Standards, Equity, Health and Safety at Work (CNESST) and the Robert-Sauvé Research Institute in Occupational Health and Safety (IRSST) took the decision to make the wearing of a waterproof mask, i.e. the N95, compulsory for staff

working in health care services and in hot areas from dated February 11, 2021.

This recommendation has been analyzed by the health and safety team at work (SST) of the Ministry of Public Security (MSP).

So, from today it is recommended that the N95 be worn for CHW and ASS personnel working in hot zone in hatching detention facilities.

To meet the employer's legal obligation in terms of health and safety and To ensure effective respiratory protection, a mask seal is necessary.

Thus, the absence of facial hair and a fit test will be required.

Thus, personnel called upon to wear the N95 are requested to have a fresh beard shaved at all times, not to have a mustache, sideburns or hair that could interfere with the seal of the mask.

Note that the fit tests may start during the week of February 15, 2021 and that a schedule for carrying out these tests will be sent to the National Union of Agents of peace in corrections.

The CNESST authorizes, on a transitional basis, that the N95 be worn without the test sealing (fit test) has been done. Also, in the absence of an N95 mask, wearing a mask procedure conforming to ASTM level 2 (the one provided by the DGSC) well adjusted is considered compliant.

We are well aware that this measure may raise several questions and concerns.

However, the objective is to provide the required equipment to preserve your health.

Details from the MSP's OHS team will be sent to you regarding the good practices for using an N95 mask.

In view of the evolution of the situation, other measures may possibly be implemented by the Correctional Services to limit the risk of transmission