

TO: MNU WORKSITE 10 MEMBERS

DATE: JUNE 3, 2024

RE: YOUR SAFETY IS OUR CONCERN

MNU filed a grievance on June 28, 2023, alleging that Shared Health was failing to provide and maintain a workplace that was safe and without risk to members at the Health Sciences Centre. The grievance was focused on vandalism and safety concerns regarding parkades, surface lots and the exterior areas of campus. On April 9, 2024, Arbitrator Kris Gibson issued a decision finding that there is a reasonable likelihood of serious risk of injury to union members who traverse the HSC campus. This risk relates to assaults of staff on campus, staff experiences with persons acting in aggressive or threatening ways, crowding near entrances, property damage and vandalism in parkades, consumption of drugs and alcohol, and the presence of persons with weapons. Arbitrator Gibson also observed that, amongst other things, there is a need for more robust exterior security patrol on campus.

Arbitrator Kris Gibson ordered Shared Health to:

* make improvements to the William Avenue Parkade, including 24-7 security, locked stairwells and elevator lobby, improvement to lighting, installation of additional monitored cameras, and repair or replacement of cameras near panic buttons; and
* create a safety and security plan for exterior areas of HSC campus that will take all reasonably practicable steps to reduce the risk to staff on campus, which should include consideration of deployment of Institutional Safety Officers in this role.

MNU will be monitoring improvements to the William Avenue Parkade. MNU is also in the process of considering the safety and security plan, and can return to the arbitrator if not satisfied with the plan. If you would like to read the full decision, please contact the Worksite 10 office at 204-783-4338.

MNU will also be having some follow up discussions with Shared Health on ideas to improve the campus Safe Walk/Ride Program to make it more accessible, including the idea of a shuttle service. MNU would like to see the service extended to parking areas and bus stops located nearby off campus as well. If you have ideas about how to make this service more accessible to staff, please send us an email.

In preparation for the arbitration hearing, MNU had asked nurses to send us your reports about safety and security concerns you have encountered in parkades and exterior areas of campus. Your emails were very important evidence in this arbitration, and helped us to identify witnesses who gave evidence at the arbitration. We want to thank everyone who took the time to send us your stories.

As we move forward with the goal of improving campus security, we ask that you continue to send MNU email reports about any safety and security issues or conditions you encounter in the exterior areas of campus, in parkades, or if you park off campus or take transit from stops near campus. Hearing from you helps us to continue to advocate for increasing safety. To tell us your story please email mnu10@mnu10.ca

It is important that staff report all safety and security issues observed on campus to HSC Security as well. (204-787-4567)