

## **Please Read the Following Important Information**

### **Leave When Directed by Public Health to Self – Isolate**

#### **General Leave: Asymptomatic Employees**

Where an Employee is directed by a public health official to self – isolate due to potential Exposure to COVID 19 and is asymptomatic, Districts are advised to:

- 1) Explore work from home options in the employee's current position for the duration of the required self – isolation.
- 2) Where work from home in the Employee's current position is not possible, consider options for re – deployment to work which can be completed remotely.
- 3) Where work from home in the Employee's current position is not possible, provide the employee with general paid leave, **provided the direction of a public health official to self – isolate is directed at the employee, and not a family member or person residing with the employee.**

Should a member of an employee's household, but not the employee, be directed to self – isolate, per current practice, the employee may request vacation, other applicable leaves of the Collective Agreement or employment contract, or an unpaid leave of absence. Employers are encouraged to exercise flexibility in considering options for such requests.

#### **Effective Date**

This advice is effective February 1, 2021 and is not to be applied retroactively. For employees currently in a self – isolation period, it applies from the effective date (February 1, 2021).

#### **On Call Employees**

Where an on – call employee had accepted an assignment and is then directed by a public health official to self – isolate, districts should follow the steps outlined above. Where an employee is scheduled to work only a portion of the self – isolation days, the general paid leave would only extend to the already accepted scheduled assignment.

## **Collective Agreements / Employment Contract**

For Unionized employees, this general paid leave is gratuitous to the collective agreements and is not a deduction of existing collective agreement leave banks. In the same way, this general paid leave is gratuitous to the employment contract for non – unionized staff.

## **Symptomatic Employees**

Where an employee is directed by a public health official to self – isolate and is symptomatic, employees are not to be placed onto general paid leave, but rather, should be placed on sick leave. Sick leave is to be administered per the collective agreement or the employment contract.

## **International Travel Quarantine**

This general paid leave is not intended for periods of quarantine required as a result of international travel.

## **If you contract COVID at work:**

*You would use your sick benefits if applicable and **file a Form 6 with WorksafeBC***

Those that don't have sick benefits can apply for the Federal Support funding of \$500 / week to a maximum of 2 weeks and **file a Form 6 with WorksafeBC**. If your claim is accepted by WorksafeBC, you will likely have to pay back the Federal Support Funding.

*While this is not the perfect agreement, I am happy that our CUPE BC Regional Reps continued to advocate on behalf on many Presidents in K – 12 thru out the Province with BCPSEA to come to this agreement.*

All members that have had to self – isolate under the direction of a public health official due to a worksite exposure at SD22, please contact me asap so that I can assist in getting you *compensation if applicable*.

In solidarity,

Gray Boisvert  
President CUPE 5523  
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