

COVID-19 UPDATE

Keeping You Safe



Thunder Bay Regional
Health Sciences
Centre

To: All Staff and Professional Staff

From: Dr. Stewart Kennedy, COVID-19 Incident Manager

Date: December 21, 2020

RE: **Temporary Extension of Entitlement to Paid Leave**

Staff and professional staff are our Hospital's most valuable resource. Ensuring the health and safety of all Hospital employees is critical to ensuring our continued ability to successfully manage the COVID-19 pandemic while providing safe, quality care. As part of our commitment to the health and safety of all staff, professional staff, patients, care partners and the community, additional temporary entitlements for paid leave has been put in place for all full-time, part-time and casual staff.

Illness – COVID-19 Related Symptoms:

- Employees with symptoms of COVID-19 based on current screening protocol must report (by screening app, phone or email) to Occupational Health & Safety (OHS) for assessment immediately upon presentation of symptoms.
- If it is deemed that a COVID-19 test is required, OHS will arrange for testing and staff will receive paid sick time for their scheduled shifts until a negative COVID-19 test is confirmed.
- If the symptomatic employee remains off work following the negative result, normal entitlement to paid or unpaid sick leave will apply.

Illness – COVID-19 Positive: (already in effect)

- Employees with a confirmed positive result of COVID-19 are entitled to paid sick time for their scheduled shifts until they have been cleared to return to work by OHS.

Close Contact with a Confirmed or Highly Presumptive COVID-19 Case:

- Employees who are asymptomatic and placed in self-isolation by OHS or Public Health due to unprotected exposure to a COVID-19 positive individual are entitled to paid leave time for their scheduled shifts or a confirmed negative COVID-19 test, whichever comes first.
- All employees living with someone with a confirmed positive result of COVID-19 or awaiting test results must stay home and self-isolate until the family member has been cleared by Public Health. Employees will be placed on paid leave for scheduled shifts.

Documentation from Public Health may be required by OHS to determine eligibility for paid leave. If it is deemed through contract tracing that the exposure occurred from a breach of protocol e.g. attending a large social gathering, then entitlement to paid leave may be withheld at the discretion of the Hospital.

Thunder Bay Regional Health Sciences Centre is a leader in Patient and Family Centred Care and a research and teaching hospital proudly affiliated with **Lakehead University, the Northern Ontario School of Medicine and Confederation College.**

Le Centre régional des sciences de la santé de Thunder Bay, un hôpital d'enseignement et de recherche, est reconnu comme un leader dans la prestation de soins et de services aux patients et aux familles et est fier de son affiliation à **l'université Lakehead, à l'École de médecine du Nord de l'Ontario et au collège Confédération.**

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This temporary extension of entitlements is effective from December 7, 2020 until February 3, 2021, and will be reviewed again at that time.

For additional information, please contact OHS at 684-6212.

All Hospital COVID-19 updates are available on the iNtranet at <https://comms.tbrhsc.net/covid-19-information/>.

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