

COVID-19 UPDATE

Keeping You Safe



Thunder Bay Regional
Health Sciences
Centre

To: All Staff

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

Date: January 8, 2021

RE: ***Clarification*** - Temporary Extension of Entitlement to Paid Leave (see added text in bold and italics for clarification)

Hospital employees are essential to the health and well-being of our society and our ability to manage and deliver services. You provide an essential service that is critical to the successful management of the pandemic and we are committed fully to ensuring the safety and well-being of all employees. As a result we are putting additional temporary entitlements in place for paid leave for all full-time, part-time and casual staff as a support during this pandemic:

Illness – COVID-19 Related Symptoms: (revised)

Employees with symptoms of COVID-19 based on current screening protocol must report (by screening app, phone or email) to Occupational Health immediately upon presentation of symptoms to be assessed. If it is deemed that a COVID-19 test is required, Occupational Health will arrange for testing and staff will be paid sick for their scheduled shifts until a confirmed negative COVID-19 test. 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 place)

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 Occupational Health.

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

Employees who are asymptomatic and placed in self-isolation by Occupational Health 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 ***a highly presumptive close contact*** 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 Occupational Health 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.

This temporary extension of entitlements will be in effective from December 7, 2020 until January 31, 2021 and will be reviewed again at that time. For additional information, please contact Occupational Health and Safety at 684-6212.

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

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**.

healthy
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En santé
ensemble