

COVID-19 UPDATE

Keeping You Safe



Thunder Bay Regional
Health Sciences
Centre

To: All Staff

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

Date: February 4, 2021

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

The following provides clarification regarding the January 29, 2021 memo.

The health and safety of all staff, professional staff, patients and the community is our utmost priority. Due to the continued prevalence of COVID-19 cases in the community and in recognition that staff and professional staff are our Hospital's most valuable resource, the additional temporary entitlements for paid leave for all full-time, part-time and casual staff will be extended until February 28, 2021.

Entitlement details are as follows:

Illness – COVID-19 Related Symptoms:

Employees with symptoms of COVID-19 based on current screening protocol must report (by screening app and phone or email) to Occupational Health & Safety (OHS) immediately upon presentation of symptoms to be assessed. If it is deemed that a COVID-19 test is required, OHS 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:

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 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 until cleared by OHS in collaboration with Public Health.

Living with a Highly Presumptive Close Contact of a COVID-19 Case:

All employees living with someone that is a *highly presumptive close contact* who is symptomatic and 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. If the highly presumptive close contact is asymptomatic, the employee may come to work, even if the close contact is awaiting a swab result.

If Public Health determines self-isolation is required outside of the above scenarios, documentation from Public Health will 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

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discretion of the Hospital.

This temporary entitlement to paid leave will be effective until February 28, 2021 and will be reviewed again at that time.

For additional information, please contact Occupational Health & Safety at 684-6212.

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