

# COVID-19 UPDATE

## Keeping You Safe



Thunder Bay Regional  
Health Sciences  
Centre

To: All Staff, Professional Staff, Learners and Volunteers

From: Meaghan Sharp, on behalf of Dr. Peter Voros, EVP In-Patient Care Programs

Date: August 5, 2021

RE: **COVID-19 Related Temporary Entitlements to Paid Leave**

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The health and safety of all staff, professional staff, patients, care partners and the community is our utmost priority. The Hospital has been temporarily providing entitlement to paid leave for COVID-19 related illness or exposure since December 7, 2020 as a support to staff during the COVID-19 pandemic. Due to the low prevalence and high vaccination rates in our community and the new provincial coverage, we will be discontinuing the extended entitlements and will be reverting to the collective agreement language and our normative policies and processes for medical leave entitlements for all staff, effective August 16, 2021.

Staff who must remain off work for a designated reason related to COVID-19 and who do not qualify for the Hospital of Ontario Disability Income Program (HOODIP), may qualify for paid leave under the new and temporary provincial [Infectious Disease Emergency Leave](#). If eligible, staff will be compensated up to \$200 per day up to a maximum of three (3) days. This paid leave entitlement is in place under the Employment Standards Act (ESA) until September 25, 2021.

Leave under the ESA is provided for the following reasons as they relate to COVID-19:

1. The employee is under medical investigation, supervision or treatment
2. The employee is acting in accordance with public health order
3. The employee is in quarantine or self-isolation
4. The employee is under a direction from their employer due to a concern the employee may expose others in the workplace
5. The employee is providing care or support to a family member who is under medical investigation, supervision or treatment, or is in quarantine or self-isolation, or is subject to a control measure related to COVID-19

More information about paid and unpaid Infectious Disease Emergency Leaves can be found at <https://www.ontario.ca/document/your-guide-employment-standards-act-0/infectious-disease-emergency-leave>.