

COVID-19 UPDATE

Keeping You Safe



To: All Staff, Professional Staff, Learners and Volunteers

From: Jennifer Wintermans, EVP, Communications & Corporate Relations, COVID-19 Lead and Amy Carr, Interim, CHRO Director, Human Resources

Date: December 23, 2021

RE: **Infectious Disease Emergency Leave Extended to July 31, 2022**

Recently, the Ontario government announced the extension of the Infectious Disease Emergency leave (IDEL) program that provides eligible employees with **up to three days** of paid leave until July 31, 2022 (previously set to expire December 31, 2021).

Paid IDEL 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.

Eligible employees are entitled to a **maximum of three days** of paid IDEL of **up to \$200 per day**.

We remind Managers and Timekeepers that IDEL is meant to cover eligible leaves that **are not covered** under the existing hospital sick plan. For example, this would include part-time and casual employees who are sick with COVID-19 or experiencing vaccine side effects or full-time employees who are providing care or support to a specified family member.

Full-time employees who are sick with COVID-19 or are experiencing vaccine side effects will continue to be coded using regular sick coding in StaffRight (unless they have exhausted their paid sick leave entitlement, in which case they would be eligible for IDEL). OHS will advise Managers/Staffing of the applicable coding.

For additional information regarding IDEL, please visit the ESA website:

<https://www.ontario.ca/document/your-guide-employment-standards-act-0/infectious-disease-emergency-leave#section-4>

For more questions or concerns, please contact Human Resources by calling 684-6227, or by email at humanresources@tbh.net.