

*Distribution of this Bulletin: Please ensure this bulletin is circulated to all administrative staff in both the district office and schools as appropriate.*

## COVID-19: Issues and Resources

*NOTE: The information and advice in this bulletin is subject to review and amendment as matters related to COVID-19 continue to evolve.*

### Employee Return to the Workplace: Duty to Accommodate

We have received several questions from districts regarding what is being perceived as potentially a “new set of rules” with respect to how to accommodate employees returning to the workplace, particularly with respect to those employees over age 65.

The Ministry of Education, Public Sector Employers’ Council Secretariat, and BCPSEA have had a discussion today and have a shared understanding that issues related to employees who may require accommodation will be managed in the normal manner — in other words, there are no “new” criteria that employers must consider when managing accommodation issues.

Please find attached a *Quick Reference Guide: Duty to Accommodate*, which sets out the general principles.

### Questions

BCPSEA is working within a coordinated framework with organizations across the broader BC public sector facilitated by the Public Sector Employers’ Council (PSEC) Secretariat and the Ministry of Education.

If you have specific questions with respect to accommodation of an employee, please contact your BCPSEA [labour relations liaison](#).

Attachment:  
*Quick Reference Guide: Duty to Accommodate*