

***Distribution of this Bulletin***

*Please ensure this bulletin is circulated to all administrative staff in both the district office and schools who must rely on the collective agreement in the performance of their duties.*

## Leave When Directed by Public Health to Self-Isolate

Following discussions with the Ministry of Education and the Public Sector Employers' Council (PSEC) Secretariat, BCPSEA is providing the following advice to districts.

### General Leave: Asymptomatic Employees

Where an employee is **directed by a public health official to self-isolate** due to potential exposure to COVID-19 **and is asymptomatic**, districts are advised to:

1. Explore work from home options in the employee's current position for the duration of the required self-isolation;
2. Where work from home in the employee's current position is not possible, consider options for re-deployment to work which can be completed remotely;
3. Where work from home and re-deployment are not possible, provide the employee with general paid leave, **provided the direction of a public health official to self-isolate is directed at the employee, and not a family member or person residing with the employee.**

Should a member of an employee's household, but not the employee, be directed to self-isolate, per current practice, the employee may request vacation, other applicable leaves of the collective agreement or employment contract, or an unpaid leave of absence. Employers are encouraged to exercise flexibility in considering options for such requests.

### Effective Date

This advice is effective February 1, 2021 and is not to be applied retroactively. For employees currently in a self-isolation period, it applies from the effective date (February 1, 2021).

### On-Call Employees

Where an on-call employee had accepted an assignment and is then directed by a public health official to self-isolate, districts should follow the steps outlined above. Where an employee is scheduled to work only a portion of the self-isolation days, the general paid leave would only extend to the already accepted scheduled assignment.

## Collective Agreement / Employment Contract

For unionized employees, this general paid leave is gratuitous to the collective agreements and is not a deduction of existing collective agreement leave banks. In the same way, this general paid leave is gratuitous to the employment contract for non-unionized staff.

## Symptomatic Employees

Where an employee is directed by a public health official to self-isolate and is symptomatic, employees are not to be placed onto general paid leave, but rather, should be placed on sick leave. Sick leave is to be administered per the collective agreement or the employment contract.

## International Travel Quarantine

This general paid leave is not intended for periods of quarantine required as a result of international travel. Districts can refer to BCPSEA [@issue No. 2020-04](#), dated March 18, 2020 for advice regarding travel quarantine.

**This advice will be periodically reviewed and is subject to change.**

## Questions

Should you require assistance or wish to discuss this issue further, please contact your [BCPSEA liaison](#).

*This bulletin contains labour relations advice which is provided to members without prejudice to any position BCPSEA may take in any arbitral proceeding or other forum.*