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- **Compensation COVID-19**

Compensation When Off Due to COVID

As per the memo of December 7, 2020 this is a reminder on how staff are compensated when off due to COVID-19.

The Employment Standards Act (ESA) provides qualifying employees with an unpaid leave of absence related to COVID-19 in the following circumstances:

- a) Has been diagnosed with COVID-19 and are acting in accordance with the instructions or order of a medical health officer, medical practitioner, nurse practitioner, or registered nurse;
- b) Is in self-isolation or quarantine;
- c) Needs to stay home to care for a child under 19 years old, a dependent adult who is unable to withdraw from the charge of the employee and is under day-to-day care of the employee
- d) prescribed person (including because of the closure of a school, daycare, or similar facility)
- e) Has been directed by their employer to stay home due to concerns about exposure; or
- f) Is outside of BC and cannot return home due to travel or border restrictions.

Examples on page 2.

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For example:

The Employer will grant an ESA C-19 Leave to qualifying employees where the employee:

1. Has been diagnosed with COVID-19.

A **regular** employee who has been diagnosed with COVID-19 would be placed on sick leave. If they run out of sick leave credits, they can access vacation or banked OT to cover time off while sick. In the event they run out of this time they are placed on an ESA COVID-19 unpaid leave until their return and can apply for EI benefits. Extended benefits, seniority, service and vacation accruals will continue. A **casual** employee is off with COVID-19, they are on an ESA COVID-19 unpaid sick leave and can apply for EI benefits.

2. Is asymptomatic and has been directed to self-isolate while waiting for results from swab.

A **regular** employee will be placed on a paid COVID-19 Leave while waiting for test results. A **casual** employee will be placed on a paid COVID-19 leave for shifts they are scheduled to work while waiting for results.

3. Is symptomatic and in self-isolation while waiting for results from swab.

A **regular** employee will be placed on paid sick leave
A **casual** employee would be placed on an unpaid sick leave

4. Needs to stay home to care for a child (under 19 years old), dependent adults or if there are school closures, day care, etc.

A **regular** employee can use vacation and/or banked overtime to cover the time off. When they run out of these banks they are on an unpaid ESA COVID-19 LOA and can apply for EI benefits. A **casual** employee would be on an unpaid ESA COVID-19 LOA and can apply for EI benefits.