

MEMO

Date: April 23, 2020
To: Provincial Human Resources Leadership Council
WHRA HR Leadership Team
Alex Herriot, Regional Director HRSS Operations
From: Beth Beaupre Provincial Lead, Health Workforce
CC: Brenda Rowan, Kerry Legal

Re: Paid Leave for Self-Isolation Period After Work Related Exposure

On April 14, 2020 the Manitoba Government issued a News Release indicating that health-care workers who are required to self-isolate for 14 days due to possible exposure to COVID-19 in the workplace will now be compensated. This paid leave will be applied retroactively to March 1, 2020 and is applicable to all staff employed by an employer within an employers organization including direct clinical care providers, administrative staff, support sector staff and non-union staff. This paid leave is not applicable to periods of required self-isolation due to personal travel, community exposure or for being sent home during site entry point screening.

Payment of the administrative leave would be applicable to the period of time in which the staff member is asymptomatic during the period of required self-isolation. Part-time and casual employees who are asymptomatic will be paid for all pre-scheduled shifts during the period of self-isolation up to a maximum of regular full-time hours.

Staff that become symptomatic during the period of self-isolation are required to notify their supervisor/manager, OESH and Public Health. Should a staff member become symptomatic during the period self-isolation, the paid administrative leave will revert to sick leave pursuant to their collective agreement or employer policy. In the event sick time is exhausted, other paid time off (i.e. - stat bank, overtime bank, vacation) may be utilized.

If staff that have not been exposed to a known workplace exposure become symptomatic and believe there is a link to a workplace exposure, they may choose to complete an Incident Report Form or appropriate documentation, which facilitates the process to report to the Workers Compensation Board (WCB) and WCB will determine the merits of each case.

Please distribute this memo to the Employers within your Employers Organizations.

In the event that you have any questions, please contact Brenda Rowan at browan@sharedhealthmb.ca.

Sincerely,



Beth Beaupre
Provincial Lead, Health Workforce
Shared Health