

March 11, 2020

QUARANTINE LEAVE FOR COVID-19

As you know, we are dealing with an outbreak of the COVID-19 coronavirus. The Public Health Agency of Canada (PHAC) has issued a directive, which calls for affected individuals to be quarantined.

SYMPTOMS

Symptoms are similar to a cold or flu and may take up to 14 days to appear after exposure to COVID-19. This is the longest known incubation period for this disease.

Symptoms have included:

- fever
- cough
- difficulty breathing

TRANSMISSION

If you come in contact with an individual exhibiting symptoms who has travelled to an affected location and start exhibiting one or more of the above-mentioned symptoms, or if you have travelled abroad and develop these symptoms, consult your health care provider as soon as possible.

Your physician may put you under quarantine order. Please be cautious and follow the steps recommended by your attending physician.

QUARANTINE

In accordance with the quarantine leave procedure issued by Canada Post on March 4, 2020, Urban unit members may use quarantine leave (clause 21.06). RSMC members can use clause 19.03 – Leave for Other Reasons. The employer will assess the request for leave through its service provider, Canada Life. **Regardless of the Corporation's decision regarding the type of leave granted, we ask that members follow their attending physician's instructions.**

YOUR RIGHTS

If you feel you are entitled to quarantine leave, but the Corporation denies your request, contact your local to enforce your rights and file a grievance, if needed.

CUPW has been in close contact with the Corporation regarding the quarantine leave procedure to ensure it abides by all provisions of the collective agreement. CUPW's position is that such leave must apply to all employees who are asked to self-isolate by their physician or public health authorities.

QUESTIONS

Should you have any questions regarding quarantine leave, please contact your local union representative or health and safety representative. The CPC policy issued on March 4, 2020 must be available in your workplace and contains information on the applicable procedure.

In Solidarity,



Carl Girouard
National Grievance Officer



Marc Roussel
National Union Representative, Health and Safety

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