

**PLEASE NOTE: This is just for information purposes only.**

Sharing some examples from municipalities on how they are dealing with absences related to COVID-19.

**Regular, Term, Project Employees**

<b>Scenario</b>	<b>Pay Treatment</b>
Any illness (including COVID-19).	Sick Leave (paid or unpaid depending on balance).
Medically directed to self-isolate – no symptoms of illness.	Regular Pay for duration of self-isolation (14 days).
Medically directed to self-isolate – no symptoms initially but develop during period of self-isolation.	Regular Pay until such point employee becomes ill, after which code as Sick Leave.
Out of country on vacation before March 12, return to country and must isolate for 14 days.	Regular Pay for duration of self-isolation (14 days).
Out of country on vacation before March 12, return to country and isolate and then develop symptoms during period of isolation.	Regular Pay until such point employee becomes ill, after which code as Sick Leave.
Travel out of country post March 12. Self-isolate for 14 days upon return.	Vacation leave, banked time, unpaid leave.
Travel out of country post March 12. Self-isolate for 14 days upon return. Develop symptoms during period of isolation.	Vacation leave, banked time, unpaid leave until such point employee becomes ill, after which code as Sick Leave.

**Auxiliary Staff (receive % in lieu of sick time)**

<b>Scenario</b>	<b>Pay Treatment</b>
Any non-flu related illness.	No paid time.
Any flu related illness (including COVID-19).	Regular Pay for any shifts already scheduled.
Medically directed to self-isolate – no symptoms of illness.	Regular Pay for any shifts already scheduled during duration of self-isolation (14 days).
Medically directed to self-isolate – no symptoms initially but develop during period of self-isolation.	Regular Pay for any shifts scheduled during duration of self-isolation (14 days).
Out of country on vacation before March 12, return to country and must self-isolate for 14 days.	Regular Pay for shifts scheduled during duration of self-isolation (14 days).
Out of country on vacation before March 12, return to country and self-isolate and then develop symptoms during period of isolation.	Regular Pay for any shifts already scheduled during duration of self-isolation (14 days).
Travel out of country post March 12. Self-isolate for 14 days upon return.	No paid time.
Travel out of country post March 12. Self-isolate for 14 days upon return. Develop symptoms during period of isolation.	No paid time.

Additional Information:

Information from PBC on Friday March 13<sup>th</sup>, 2020 regarding their current protocol for STD claims for quarantine and how they will be handled, as follows:

1. Claims for quarantine will be assessed; if an individual has self-quarantined, we will conduct a telephone interview to understand the circumstances and motivation to support this decision.
  - a. If the member has the ability to work from home, it is expected that the employer will accommodate and therefore no benefits will be paid
  - b. If the member cannot work from home, the claim will be paid for a maximum of 14 days.
2. STD waiting period will be waived.
3. An attending physician statement will not be required to process the claim.

This situation seems to be rapidly changing. PBC will be updating their COVID-19 resource page regularly as new information rolls in (<https://www.pac.bluecross.ca/covid19> )