



## Nova Scotia Teachers Union

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### MEMORANDUM

**TO: NSTU Members**

**FROM: Staff**

**DATE: March 11, 2020**

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**RE: Absences Due to 2019 Novel Coronavirus (COVID-19)**

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The NSTU has been receiving inquiries about the potential impact of COVID-19 if members are unable to work as a result of COVID-19. The NSTU has added a page to our website to provide current updated information to our members about coronavirus ([www.nstu.ca/coronavirus](http://www.nstu.ca/coronavirus)).

There are a number of possibilities that would cause a member to be unable to work as a result of COVID-19:

- The member is ill;
- The member is not ill and is advised to self-isolate by a medical professional or public health; or
- The member is not ill and is quarantined by a medical officer or other person prescribed by law.

#### **The member is ill**

If the member is ill, then personal sick leave pursuant to the appropriate Regional or APSEA Agreement can be used.

#### **The member is not ill and is advised to self-isolate by a medical professional or public health**

If the member is not ill but has been advised to self-isolate due to travel to an at-risk area or close contact with someone who has a confirmed case of COVID-19, then the member should be provided with paid leave pursuant to Article 31.03(i) of the *Teachers' Provincial Agreement*. This paid leave continues until the member is either no longer advised to self-isolate **OR** becomes ill. If the member becomes ill, the member's leave would change to paid sick leave pursuant to the Sick Leave Article in the member's Regional or APSEA Agreement.

#### **The member is not ill and is quarantined by a medical officer or other person prescribed by law**

If the member is not ill and is quarantined by a medical officer or other person prescribed by law, then the member should be provided with paid leave pursuant to Article 31.03(i) of the *Teachers' Provincial Agreement*. This paid leave continues until the member is either no longer quarantined **OR** becomes ill. If the member becomes ill, the member's leave would change to paid sick leave pursuant to the Sick Leave Article in the member's Regional or APSEA Agreement.

***It is important to note that a member cannot make the decision themselves to self-isolate or be quarantined.*** However, in the current situation related to COVID-19, the Government of Canada has issued guidance on their website (<http://canada.ca/coronavirus>) regarding who should self-isolate based on travel. Any member who self-isolates, pursuant to Federal Government advice, should receive paid leave pursuant to Article 31.03(i) of the *Teachers' Provincial Agreement* as outlined above. Please note that the Federal Government has also advised persons self-isolating pursuant to the advice, to also contact public health in the province they live in within 24 hours of arriving in Canada for advice. Members who self-isolate, pursuant to the Federal Government's advice, may be asked to provide evidence of travel to an at-risk area within the time period outlined in the advisory.

The Province of Nova Scotia has issued additional guidance on their website (<http://novascotia.ca/coronavirus>) indicating that persons who have come into contact with someone who has a **confirmed** case of COVID-19 should also self-isolate. Any member who self-isolates, pursuant to Provincial Government advice, should receive paid leave pursuant to Article 31.03(i) of the *Teachers' Provincial Agreement* as outlined above.

**It is important to remember that paid leave under Article 31.03(i) of the *Teachers' Provincial Agreement* is only available if the leave is not provided under sick leave or any other provisions of the *Teachers' Provincial Agreement* or the Regional or APSEA Agreement applicable to the member. This means that paid leave under Article 31.03(i) is only generally available while the member is self-isolated or quarantined AND not sick.**

Members with questions related to absences from work that are related to COVID-19 should contact the NSTU for specific advice related to their individual situation.

**Additional Information:**

<http://www.nstu.ca/coronavirus>

<http://canada.ca/coronavirus>

<http://novascotia.ca/coronavirus>

<http://www.qnb.ca/coronavirus>

<https://www.princeedwardisland.ca/en/alerts>