

Return to School HCW Q & A

1. My child has a cough and sore throat and can't go to school. Can I still go to work?

If you are symptom free and have not been contacted by Public Health or OH&S/EH to advise otherwise, you can go work. Remember to maintain physical distancing, hand hygiene and that follow the continuous masking strategy – these guidelines are in place to protect those at work if you begin to show symptoms.

2. What do I do if my child's school says they have COVID-19 symptoms and says I must immediately pick them up from school?

Please speak to your leader immediately. Most of the CBA's have a pressing necessity clause or other similar clause that will allow you to leave and attend to your child. If you are an OOS staff member, you can use your Personal Leave to fill this request.

3. What do I do if my child has COVID-19 symptoms and I can't send them to school today?

Contact your leader immediately. If your child is sick, you will have access to the relevant family leave provisions within your applicable collective agreement.

CUPE	Article 30.07 Family Illness Leave
HSAS	Article 11.06 Family Leave
SEIU West	Article 15.05 Family Illness Leave
SGEU	Article 18.14 Family Leave
SUN	Article 17.07 Family Leave
AUPE GSS	Article 32.06 – Personal Leave
AUPE AN	Article 27.09 – Personal Leave
UNA	Article 22.08 – Personal Leave
OOS	Personal Leave

4. If my child must self-isolate and be symptom free for 48 hours before returning to school, can I stay home with them?

There is not one specific answer to this question. Please review the [COVID School Exposure HCW Scenarios](#) to assist you in determining the correct course of action and how to request leave or code your time away as necessary.

5. What if I have no personal leave left and must stay at home with my child?

- If you have no personal or family leave left, you can discuss how to access to another type of leave with your manager/director as per your applicable CBA. For example, General Leave, Vacation, Stat off time etc.
- If you are self isolating as directed by the MHO, 811, or assessment tool, but have no symptoms, you would use the Pandemic Paid Leave of Absence coding.
- If you have symptoms, you would use the Pandemic Sick Outbreak Code. If you have no sick leave, it would be coded using the unpaid sick code. Normal CBA sick leave provisions apply.

6. **Do I have options to work from home while I'm self-isolating with my child?**
Depending on your position, you may have some options to work from home. You will need to speak with your manager/director.
7. **If I have a caregiver/co-parent to look after my child, can I still come to work?**
If you are only self-monitoring for symptoms, you can come to work. If you have been directed to self-isolate, you must stay home.
8. **What do I do if my child tests Negative for COVID-19?**
Even if your child tests negative for COVID, they need to self-isolate until symptoms have resolved for at least 48 hours.
9. **What do I do if my child, who lives with me, tests Positive for COVID-19?**
As a close contact of your child, you will need to self-isolate for 14 days. If symptoms develop during self-isolation, you will need to be tested. If you are a HCW, you should also call the OH&S Hotline at 1-833-233-4403. If another family member develops symptoms, call HealthLine 811.
10. **When would I be contacted by public health to alert me that my child is a close contact?**
No more than 24-48 hours, but often close contacts are contacted within hours of the test results being known. Processes are in place to ensure that cases in schools will result in expedient contact tracing and notification.
11. **I feel fine, should I go for a test?**
Universal testing is available for anyone in the province. However, due to the high false negative rate of the COVID tests in asymptomatic individuals, it is not required. Whether or not you would like to be tested while asymptomatic is your choice. Asymptomatic people who choose to be tested are asked to self-monitor until test results are available.
12. **I tested negative and am physically distancing from my child, can I return to work?**
You will need to use the [Daily Fitness for Work screening tool](#) or call the OH&S hotline at 1-833-233-4403 to assist you in determining your ability to go to work.
13. **What leave do I use if I'm told to isolate immediately by HealthLine 811?**
If you're told to isolate immediately and don't have symptoms use Paid Pandemic Leave. If you have symptoms you would use the Pandemic Sick code.
14. **What do I do if I have tested positive for COVID-19?**
You need to self-isolate at home. Inform your leader immediately. OH&S will let you know when you can return to work, usually 48 hours after symptoms resolve or 10 days (**whichever is longer**).
15. **What type of leave do I use if I test COVID-19 positive?**

You will be coded using the Pandemic Sick Leave code. If you have no sick leave, it would be coded using the unpaid sick code. Normal CBA sick leave provisions apply.

If the employee tests positive for COVID-19 and the employer can substantiate the employee was exposed at work, a WCB claim should be initiated and WCB will adjudicate the claim.

16. Do I need to show proof of my or my child's positive/negative COVID-19 test to be able stay home from work / to return to work?

No

17. What is the testing protocol like for healthcare workers?

For healthcare workers and the general public, testing will be performed 48 hours after symptom onset. All healthcare worker test samples are prioritized in the laboratory for results within 24 hours from the time it reaches the lab. OH&S will communicate the results to you and follow-up on a daily basis, monitoring for readiness to return to work depending on the result.

18. What do I do if my manager will not allow me to leave work unexpectedly to pick up my child from school or miss a shift due to them being sent home with COVID-19 symptoms?

We will deal with these situations on a case by case basis, but in most cases where patient care is not compromised you should have the opportunity to respond to your family's needs in a timely manner. Our goal is to balance our ability to provide continued, safe patient care while acknowledging employees' family responsibilities. Please work with your manager to find creative ways to manage this balance and discuss which leave you are requesting as per your applicable CBA.

19. My child has just recovered from COVID and about to return to school and I have tested negative previously, but now my spouse is showing symptoms. What do I do?

Your spouse would be considered a probable case because they had close contact with a COVID positive person. This would also make you a close contact and you would need to self-isolate. You can also call the OH&S hotline at 1-833-233-4403 if you have further questions.

20. My child's school has just closed due to an outbreak in another class(es) and they are being sent home, what do I do?

If your child has not been identified as a close contact with COVID-19 positive case, you will need to self monitor for symptoms for 14 days, but you can still work.

21. Do I have to wait for a negative test to come to work?

Please use the [Daily Fitness for Work screening tool](#) to assist you in determining your ability to work. You can also contact the OH&S hotline at 1-833-233-4403 with further questions.

22. I don't have access to child care / my typical child care option is immunocompromised/elderly. What do I do?

If an employee requires a leave to address immediate childcare, the employee may access leave provisions for scheduled shifts as per their Collective Bargaining Agreement. Employees may claim a family status accommodation for circumstances over 7 days. Please contact your Attendance and Abilities Management team for assistance on this matter

23. I need to drive my child to school and pick them up due to reduced transportation services in my area. How can I ensure I can do this with my work schedule?

You will need to speak to your manager/director to determine if it needs to go through Human resources as a formal family situation accommodation. These will be addressed on a case by case basis. You may also have access to applicable leaves as per your CBA.

24. Who should I call if I have questions?

If you have questions about you and your ability to work, you should call the OH&S Hotline at 1-833-233-4403. If you need information about your spouse or child or other family member, you should call Healthline 811.

25. What resources are available to support me and/or my dependents?

Dealing with COVID-19 exposure close to or within your family can be difficult. No doubt, your dependents are feeling it too. You and your dependent family members have access to a variety of professional support resources and tools under your Employee and Family Assistance Program (EFAP). Your EFAP offers a wide range of confidential, voluntary and free support services to assist eligible plan members and their families.

Some examples of services include:

- Short-term professional counselling
- Family support services; and
- Legal support services.

For a complete list of services and information about accessing services, please visit workhealthlife.com or contact Morneau Shepell EFAP 1-844-336-3136 to access individual support or counselling.