

Frequently Asked Questions: New paid COVID-19 leave for casual status employees

The following is applicable to health sector casual status employees (i.e. employees working under the Community, Facilities, Health Sciences and Nurses' collective agreements) who are diagnosed with COVID-19 between May 20 and December 31, 2021. Casual status employees diagnosed with COVID-19 are entitled to up to three days of paid leave when acting in accordance with the instructions or order of a medical health officer, medical practitioner, nurse practitioner, or registered nurse. This paid leave will only be granted for pre-scheduled shifts that need to be cancelled as a result of the employee's COVID-19 diagnosis.

- 1. Are the three days of leave per case of illness or a maximum total number of hours per casual status employee?**
It is three days maximum.
- 2. Would casual status employees working in multiple departments be able to book paid leaves in multiple departments?**
The three-day maximum is regardless of the department where the pre-scheduled shifts are located. The three pre-scheduled shifts might be all in one department or in multiple departments.
- 3. How do we reimburse employees for partial days? (i.e. working through half of a shift and going home for the next half)?**
Casual status employees are entitled to up to three days of paid leave. If an employee took a partial day, that employee would be entitled to be paid for up to two more pre-scheduled shifts.
- 4. What about shift length?**
A day is a day regardless of the regular shift length.
- 5. How do we reimburse employees for pre-scheduled shifts falling on statutory/calendar holidays?**
Employees pre-scheduled to work a shift are entitled to paid leave at straight time.
- 6. What happens if employees are pre-scheduled for a shift that would have been paid at an overtime rate?**
Employees pre-scheduled to work a shift are entitled to paid leave at straight time.
- 7. Do the pre-scheduled shifts need to be consecutive days?**
No, the leave does not have to be consecutive. There might be days off in between the casual employee's pre-booked shifts.
- 8. Are shift premiums applicable to the paid leave?**
No, shift premiums are not applicable to paid leave.