

Pandemic Absence from Work Policy

Department:	All Municipal Staff	Policy Number:	P03-1009-20
Section:	Emergency Planning	Effective Date:	March 19, 2020
Subject:	Pandemic Absence from Work	Revised Date:	May 26, 2020
Authority:	By-Law 2020-031, By-Lay 2020-0XX		

1. Policy Statement

When a pandemic alert is declared by the World Health Organization (WHO), employees may not be permitted to return to the workplace as directed or advised by health authorities. **If an employee or member of the public becomes a probable case and there is an employee that may have had close contact or have been exposed in the course of their work duties that have been identified by the Health Unit to self-isolate,** Brockton will continue to compensate the exposed employee as per their employment agreement. Those employees that can continue to work from home during self-isolation will be required to do so in accordance with the Alternate Work Location Policy P03-1008-20.

Following a travel advisory issued by the Government of Canada, Management will make every attempt to notify any staff that are away on travel that they are required to make reasonable efforts to return home in a timely manner. Staff will be given 48 hours from notification to make return home arrangements. If staff choose to not return home in a timely manner or if they choose to travel contrary to a travel advisory the compensation for self-isolation will be subject to the discretion of the Chief Administrative Officer or such other person(s) and the Municipality may designate.

Note: Reference to the CAO includes such person(s) as the Municipality may designate if the CAO is unavailable or unable to act.