

Good morning:

At yesterday's Regional EOC, we got agreement on the process to follow when either a pregnant or immunocompromised staff requests an accommodation – I've included it below.

This type of accommodation is not like our usual ones and the decision on what to do will lie with the leader until the point that the employee decides they simply can't work on their unit. What we're finding in our conversations with staff, is that once they are assured the risk is low if appropriate IPAC protocols are followed, employees are frequently deciding to stay in the workplace. We do, of course, have exceptions to this because of significant underlying medical conditions and we will continue to work with you on those on a case-by-case basis.

Here are the processes:

Process for Pregnant Employees

- 1) *Employee talks to Leader about concerns*
- 2) *Leader educates employee as to level of risk, use of PPE, etc. OHS can support leaders in this work.*
- 3) *If employee still feels they cannot work on the unit, leader sees whether or not they can work from home*
- 4) *If the employee is not able to work from their home, the next step would be to look at an accommodation.*
 - a) *If they work in a COVID area, we would look to accommodate in a non COVID areas. OHS will support in this accommodation.*
 - b) *If they work in a non COVID area we have no other work outside hospital work and therefore will not be able to accommodate. OHS support is not required at this time.*
- 5) *If EE, can't work from home and we have no accommodation and employee insists they cannot come to work, leader places employee on ULOA and the employee can apply to Quarantine pay with the Federal Government*

Process for Immunocompromised Employees

- 1) *Employee talks to Leader about concerns*
- 2) *Leader educates employee as to level of risk, use of PPE, etc. OHS can support leaders in this work.*
- 3) *If employee still feel they cannot work on the unit, leader contacts OHS to ensure employee has documented underlying medical condition. If yes, employee continues conversations with employee. If not, OHS will ask employees to provide medical evidence to support their underlying medical conditions.*
- 4) *Once underlying medical condition is confirmed, leader sees whether or not employee can work from home*
- 5) *If the employee is not able to work from their home, the next step would be to look at an accommodation.*
 - a) *If they work in a COVID area, we would look to accommodate in a non COVID areas. OHS will support in this accommodation.*
 - b) *If they work in a non COVID area, we have no other work outside hospital work and therefore will not be able to accommodate. OHS support is not required at this time.*

6) *If EE, can't work from home and we have no accommodation and employee insists they cannot come to work, OHS will request that a dr's note that details their need for self-isolation until the immediate danger of the virus has passed.*

a) if dr's note is received that substantiates self-isolation, leaders places employee on sick leave . If sick leave runs out employee is entitled to use any other banks. If all banks are exhausted, employee can apply for Quarantine Pay with the Federal Government.

b) if no dr's received that substantiates self-isolation, leader places employee on ULOA and the employee can apply to Quarantine pay with the Federal Government

These are challenging times, unlike anything we've encountered before, so please know that we are here to support you and your teams in any way we can.

Thank you.

Sandy Coughlin

Director - Occupational Health & Safety

MISSION, PEOPLE & ETHICS "We Live and Lead the Providence Mission"

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