

As the COVID-19 pandemic continues and children have returned to school, PGME has received numerous questions regarding different leave situations for residents. This document was prepared in consultation with HEABC to provide clarifications on eligibility and types of leaves for residents due to COVID-19.

General paid leave – this situation applies when a resident has been directed to self-isolate at home for a recommended period by a medical health officer. The only exception is if the resident can work from home (and has received approval by their Program Director), they would not take a leave but would continue to work from home. Program Directors should consider whether it is feasible for any such employee to work from home, and where it is, facilitate such arrangements instead of a general paid leave of absence. While on a general paid leave, residents must be responsive to the Residency Programs' requests for information.

- Once the period of self-isolation is complete, if the resident needs to remain at home to care for a dependent child that remains sick due to COVID (i.e., is symptomatic), he/she may be eligible for a compassionate leave of up to 3 days with pay, on approval by the Residency Program, otherwise and following which, the resident would may take an unpaid leave with benefit continuation (C-19 Leave). The Resident could also request vacation and the usual Collective Agreement considerations would apply.

Unpaid leave with benefit continuation – this situation applies when a resident needs to stay at home to care for a dependent child. This is called a C-19 leave and a resident can apply for EI during this leave. Please contact the PGME office for more information if a resident chooses to use this.

Compassionate leave – Residents are eligible for up to 3 days paid compassionate leave if the resident has a child symptomatic with COVID. (See article 7 of the Collective Agreement.) Compassionate leave does not generally apply when an employee has a child who is sick with flu like symptoms but it is permitted if the child is diagnosed with COVID.

Sick days – this situation applies when a resident is ill, including with COVID. Up to 10 sick days can be recorded. If the resident remains ill after 10 days, the resident should apply to their Residency Program for a Medical Leave pursuant to PGME policy.

- Sick days or Medical leave can only be used in cases where the resident is ill.
- If a resident is still ill and has used up their annual allotment of medical leave, they can take an unpaid leave and apply for EI.

General Questions

*If a child or someone in the residents household has tested positive for COVID-19.

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- In this case the resident needs to inform their Program and seek direction from Public Health regarding the duration of any self-isolation. If self-isolation is not required but the resident wishes to stay home to care for the dependent, they can take a C-19 Leave (unpaid leave with benefit continuation) or request vacation.

*If a school or daycare of a resident child is closed due to a COVID outbreak or exposure

- A resident can take a C-19 Leave (unpaid, but with benefit continuation) or request vacation.

Note that a resident is not eligible for a C-19 Leave because he/she wishes to keep his/her child home, but the school or daycare is open, unless there are extenuating circumstances. Such circumstances might include medical advice from a physician that attending the school would create undue medical risk to the child due to an underlying medical condition.