

# LEAVES AND BENEFITS FOR COVID-19 RELATED SITUATIONS

The NBTF and the employer agreed on the type of leaves to be taken related to COVID-19. The following are the different types of leaves that may apply according to the situation:

SITUATION	LEAVE OPTIONS	TEACHER'S RESPONSIBILITY
I am required to remain at home due to self-isolation in relation to COVID-19, based on the criteria established by NB Public Health and <u>in normal times I would have been able to attend school.</u>	Teachers must immediately notify their supervisor of the required length of their absence related to COVID-19 and their required reassignment home with pay.	It is understood that a teacher who is directed by NB Public Health to self-isolate and reassigned home with pay <u>shall request to be tested for COVID-19</u> and follow Public Health advice.  The teacher will be replaced and is not expected to be in charge of the classroom. However, while reassigned home with pay, it is understood that the teacher will be expected to work remotely as directed by their supervisor. Examples of remote work include preparation, marking, touching base with the supply teacher, engaging in student learning during the hours of instruction to the extent possible, professional development and other assigned duties as agreed between the teacher and the supervisor.
I am required to remain at home due to self-isolation in relation to COVID-19, based on the criteria established by NB Public Health and <u>in normal times I would NOT have been able to attend school.</u>	Sick Leave	The teacher will be replaced and is not expected to do any work for school. However, they must submit a lesson plan for the first two days of absence and leave their unit or long-term plans as well as curriculum documents to guide the supply teachers in their preparation for the subsequent days.
I have tested <u>positive</u> for COVID-19 and need to self-isolate for 14 days.	The teacher shall use his/her sick leave until he/she is cleared by a health professional to return to school.  If the teacher believes they contracted COVID-19 at school, they should file a WorkSafe NB <b>incident form</b> : <a href="https://www.worksafenb.ca/media/61300/employer-report-of-injury-or-illness.pdf">https://www.worksafenb.ca/media/61300/employer-report-of-injury-or-illness.pdf</a>	The teacher will be replaced and is not expected to do any work for school. However, they must submit a lesson plan for the first two days of absence and leave their unit or long-term plans as well as curriculum documents to guide the supply teachers in their preparation for the subsequent days.
I have tested <u>negative</u> for COVID-19.	If the test comes back negative, the teacher is expected to return to school in accordance with Public Health recommendations. A teacher who is not feeling well, and is unable to return to school will be considered to be on sick leave.	The teacher is expected to return to school.
<b>I am required to remain at home with my child</b> due to self-isolation related to COVID-19.	Make all reasonable efforts to make alternate childcare arrangements. If no alternative childcare is possible, the teacher may stay home with their child and use the following leaves in this order :  1. Family Responsibility Day (Article 32.07), if not already used; 2. Maximum of three (3) days with pay (Article 32.03) per instance. 3. Maximum of two (2) days with pay per instance of his/her sick credits  <i>*If both parents are teachers, only one parent at a time will be on leave.</i>	The teacher will be replaced and is not expected to do any work for school. However, they must submit a lesson plan for the first two days of absence and leave their unit or long-term plans as well as curriculum documents to guide the supply teachers in their preparation for the subsequent days.
I am a <b>long-term supply teacher</b> who is required to remain at home due to self-isolation or required to remain at home with my child* due to self-isolation related to COVID-19, based on the criteria established by NB Public Health.  <i>Note: A long-term supply assignment is one expected to last more than 20 work days</i>	The leave will be without pay, but the absence will not be deemed as a break in service in order to obtain D contract status.	The teacher will be replaced and is not expected to do any work for school. However, they must submit a lesson plan for the first two days of absence and leave their unit or long-term plans as well as curriculum documents to guide the supply teachers in their preparation for the subsequent days.

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<p>I am a teacher who must self-isolate because I <b><u>travelled outside the scope of the travel bubble exemptions</u></b> (as per mandatory order) for non-work-related reasons after travel advisory was put in place.</p>	<p>Leave without pay</p> <p>Note: <i>The leave will have to be approved by the employer before any travel arrangements are made.</i></p>	<p>The teacher will be replaced and is not expected to do any work for school. However, they must submit a lesson plan for the first two days of absence and leave their unit or long-term plans as well as curriculum documents to guide the supply teachers in their preparation for the subsequent days.</p>
<p>I <b><u>have used all my sick leave and provisions indicated above</u></b> and I am required to remain home with my child due to self-isolation related to COVID-19.</p>	<p>The <b>Canada Recovery Caregiving Benefit (CRCB)</b> can be asked by teachers who, after having used their sick leave and other provisions related to COVID-19 leaves, are caring for a child under 12 years old or a family member who needs supervised care because they are at home for one of the following reasons:</p> <ol style="list-style-type: none"> <li>1. Their school, daycare, day program, or care facility is closed/unavailable to them due to COVID-19</li> <li>2. Their regular care services are unavailable due to COVID-19</li> <li>3. The person under your care is:               <ol style="list-style-type: none"> <li>i) sick with COVID-19 or has symptoms of COVID-19;</li> <li>ii) at risk of serious health complications if they get COVID-19, as advised by a medical professional;</li> <li>iii) self-isolating due to COVID-19.</li> </ol> </li> </ol>	<p>Details on the The Canada Recovery Caregiving Benefit (CRCB) can be found by following this link: <a href="https://www.canada.ca/en/revenue-agency/services/benefits/recovery-caregiving-benefit.html">https://www.canada.ca/en/revenue-agency/services/benefits/recovery-caregiving-benefit.html</a></p>

**IMPORTANT NOTES:**

- It is understood that the employer will maintain the right to request appropriate medical information to justify these absences.
- If teachers have exhausted their sick leave, they may apply for EI Sick Leave benefits.