

ACCOMMODATIONS FOR JUNE:

Medical Accommodation:

The Ministry document *Provincial COVID-19 Health & Safety Guidelines for K-12 Setting* (<https://www2.gov.bc.ca/assets/gov/education/administration/kindergarten-to-grade-12/safe-caring-orderly/k-12-covid-19-health-safety-guidelines.pdf>) states that:

If required, personal protective equipment (PPE) will be provided to teachers through existing WorkSafe processes and in consultation with the union. As the law currently provides, teachers who are immune-compromised, have underlying conditions that put them at greater risk, recovering from or receiving cancer treatment, age 60 or older, will be accommodated. (p.10)

If you are in one of the at-risk groups listed above, including heart disease, lung condition or disease, diabetes, high blood pressure, and recent surgery SD68 has a duty to accommodate you.

You need to see your doctor and obtain a medical note that says you are unable to work where you could be exposed to COVID-19. Your note should state the nature of the illness in broad terms. It could say you are immune-compromised, for example, but it does not need to state why. It could be that you are recovering from or receiving cancer treatment, or that you suffer from respiratory illness. You should not generally share symptoms or diagnosis, but if you feel comfortable sharing or have already shared information, it can help expedite the process. When in doubt, call the NDTA office.

If you are requesting medical accommodation for mental health reasons, the content of your note would be similar, stating that you are suffering from acute anxiety related to the risk of contracting COVID-19.

If there is a way for the employer to address this risk, your note can say so. If you cannot work at all, accommodation will be sick leave. If you need to wear a mask, or if you need everyone you come in contact with to be wearing a mask, the employer will be required to provide masks and require people to wear them. For many at this time the most obvious accommodation will be to continue to provide remote teaching to students by working from home. We will be pushing hard to ensure the employer provides that accommodation.

We recommend that you email your note to the NDTA office, and we will forward it to HR. We can ensure that your note meets the needs, and does not share more than you need to. We will email the note to Tricia.Cooper@sd68.bc.ca in HR.

Note that if you are accommodated to work from home, you should not be seen in the community (grocery stores, etc) where you are putting yourself at risk to contract COVID-19.

Vulnerable Family Member Accommodations:

If you live with a family member that has a health condition that requires you to limit your exposure, it is not certain at this time that you can be accommodated to work from home. You should be able to access an unpaid leave without prejudice. In some cases we may be able to push for a work from home accommodation. Contact the NDTA office for your specific situation.

Childcare Accommodations:

You must make attempts to find childcare, but if there is none available, call the NDTA office and we may be able to support you in an accommodation, which will most likely be an unpaid leave at this time, except for very extreme circumstances.