

March 13, 2020

Sandra Hassan, Assistant Deputy Minister
Compensation and Labour Relations Sector
Treasury Board of Canada Secretariat
219 Laurier Ave
Ottawa, ON - K1A 0R5

Ms. Hassan,

The COVID-19 pandemic has, unsurprisingly, created a sense of unease among federal public servants, particularly those who are ill or have potentially been exposed to someone who is ill.

As per the Public Health Agency of Canada's (PHAC) guidelines, social distancing and proactive self-isolation are key components of the effort to "flatten the curve" and mitigate the risks associated with a widespread viral outbreak.

To that end, we're calling on you to make it clear to all departments and agencies that employees be encouraged to proactively self isolate. Furthermore, it must be clear that:

- Employees who self isolate as per the PHAC guidelines and who are not able to telework are to be granted discretionary leave with pay in respect of circumstances not directly attributable to the employee. Such employees should not be forced to use personal leave, sick leave or go without pay if they are otherwise able to work.
- All employees who are able to telework are to be encouraged to do so. To facilitate this, departments and agencies must provide for teleconference and other virtual meeting options.

The Government of Canada has an opportunity to play a leadership role and set an example for other employers. We are counting on you to act quickly to implement these measures and to help ensure the safety and security of all Canadians.

Signed,

ACFO-ACAF
Association of Justice Counsel
Canadian Air Traffic Control Association
Canadian Association of Professional Employees
Canadian Federal Pilots Association
Canadian Merchant Service Guild
Canadian Military Colleges Faculty Association
Federal Government Dockyard Chargehands Association

Federal Government Dockyard Trades and Labour Council (West)
IBEW 2228
PIPSC
Professional Association of Foreign Service Officers
UCCO-SACC-CSN
Unifor, Local 2182
Unifor Local 87-M