



QUARANTINE LEAVE FOR MEMBERS IN THE HIGH-RISK CATEGORY

Since March 2020, due to the COVID-19 pandemic, the government of Canada recommended that individuals who fall into a high-risk category based on age or an underlying medical condition stay at home due to serious complications that may arise should they contract COVID-19.

The government put out a list of categories of individuals they consider high risk. To qualify for high-risk leave, Canada Post Corporation (CPC) is following this list:

- People with medical conditions including:
 - Heart disease
 - Hypertension (high blood pressure)
 - Lung disease
 - Diabetes
 - Cancer
- People with weakened immune systems from a medical condition or treatment, such as chemotherapy
- Older Adults

Source : <https://www.canada.ca/en/public-health/services/publications/diseases-conditions/people-high-risk-for-severe-illness-covid-19.html>

The above is not an exhaustive list. Your physician can make the determination based on your medical history that you would be high risk and this must be taken into consideration when Canada Life is reviewing whether you meet the criteria of high risk. In cases of pregnancy your physician may consider specific factors in meeting the criteria.

At the beginning of the pandemic, CPC did not require medical documentation. Since provinces and cities are starting to open back up, CPC has directed their insurance provider Canada Life to start sending out a High Risk Leave of Absence Form. These forms are to be completed and returned to Canada Life.

Canada Life will review the medical information provided by your physician. Canada Life will then inform CPC with a yes or no that you meet or do not meet the high-risk category.

THE FORM

Canada Post had mailed out a form for members to take to their physicians, with a 14-day requirement to return to Canada Life. The Union objected to the form as we felt it was too intrusive. We were able to convince CPC to modify the form.

You can download the new form by going to the following link: <https://mysite.canadapost.ca/irj/portal> or on CPC's Employee Self Serve (ESS) website.

If you have already had your physician fill out the old form, you do not have to have the new one filled out. We also have an agreement that the consent that the member signed on the old form will only entitle CPC to the same information as the new form.

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14- DAY TIME LIMIT

The form states that it has to be completed within 14 days. If this is not feasible, please contact Canada Life and let them know the date on which you are able to see your physician. **Returning the form as soon as you can will ensure there is no pay disruption but if there is a problem seeing your physician, it is important that you inform Canada Life of this delay.**

There should be no problem but if you encounter a problem, contact your Local.

PERSONAL DAYS, ANNUAL LEAVE AND ACCOMMODATION

To qualify for the leave, you do not have to exhaust your Personal Days but you will have to take your pre-booked annual leave.

If your physician says you can return to work with accommodation, CPC must ensure they can bring you back safely with proper accommodations. Make sure to involve your union representative.

In solidarity,



Rona Eckert
National Union Representative
Consultation

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