



Title: CBSC Sick Policy

Section: CBSC Policies
Approved by: CBSC Board of Directors

Date of Approval: TBD
Next Review: TBD

Sick Policy Statement

The CBSC sick policy is applicable to all employees. Noncompliance with the requirements of this policy will result in removal of those employees from CBSC facilities and programs and in situations of gross negligence or refusal to adhere to this policy, suspension of CBSC membership and possible suspension or termination of employment with CBSC.

CBSC is not required by the BC Employment Standards Act to offer paid sick leave for temporary or seasonal employees. However, CBSC will offer paid sick leave in 2022 for infrequent illness or injury and employees must not arrive for shifts unwell. CBSC will pay up to a maximum of 2 days based on the employee’s scheduled hours for the duration of the employment contract and this sick policy will be reviewed annually. CBSC holds the health, safety and wellbeing of all CBSC employees as the highest priority.

Objectives:

- To ensure the health and safety of all CBSC employees at CBSC

Procedure:

CBSC shall:

- Ensure that CBSC employees displaying any symptoms of illness or injury are required to report to their superiors

Sick Policy Procedures:

In the case of illness:

- CBSC employees must remain at home and not come to work or enter any CBSC facilities
- CBSC employees who exhibit symptoms during any program or event will be asked to leave the facilities and will not be able to return until they are symptom free

Sick Leave Administration:

- CBSC employees who return to CBSC facilities and programs must follow current Public Health guidance which will be updated annually
- Tracking of CBSC employees who use sick days is administered by Program Heads and coordinated with CBSC payroll
- Unused sick time is not eligible to be carried forward to future periods and will not be paid out at the end of the employment term