

Emergency Leave

Infectious Disease Emergency Leave (IDEL)

In response to the COVID-19 pandemic the Ontario Government has passed legislation amending the leave provisions of the [Employment Standards Act, 2000](#) to provide for an Infectious Disease Emergency Leave (IDEL) which is a job protected leave available to an employee that is required to be absent or is unable to work due to the COVID-19 pandemic.

INFECTIOUS DISEASE EMERGENCY LEAVE (IDEL)

What is it?

An unpaid leave of absence where an employee is unable to perform the duties of their position for a specific reason in relation to a “designated infectious disease”.

What is a “designated infectious disease”?

Diseases caused by a novel coronavirus, including Severe Acute Respiratory Syndrome (SARS), Middle East Respiratory Syndrome (MERS) and Coronavirus (COVID-19).

Who is eligible for the leave?

Employees who are not able to perform work for one or more of the following reasons:

1. The employee is under individual medical investigation, supervision or treatment.
2. The employee is subject to an order of a medical officer of health or a court under the HPPA.
3. The employee is in quarantine or isolation or subject to a control measure, including self-isolation, that is undertaken because of information or directions issued by a public health official, qualified health practitioner, Telehealth Ontario, the government of Ontario or Canada, a municipal council or a board of health.
4. The employer directs the employee to stay at home because of concerns that the employee might expose other individuals in the workplace to the designated infectious disease.
5. The employee is providing care to any of the specified individuals listed above, including because of closures of schools and daycares.
6. The employee is directly affected by travel restrictions preventing the employee from returning to Ontario.
7. Any prescribed reason.

How long will the leave last?

The leave generally lasts as long as the designated infectious disease(s) remain designated by regulation and an employee is unable to work because of one or more of the foregoing reasons.

BENEFITS AND PENSION

What will happen to my benefits and pension during the leave?

The University will facilitate the continuation of your benefit coverage throughout the duration of the leave subject to the terms of the applicable plan(s). Normal cost-sharing of premiums between you and the University will continue unless you elect to discontinue coverage temporarily during your leave.

If you are a member of one of the University of Guelph Pension Plans, you can continue to make your required contributions to the plan as if you had been in active employment. If you do not continue to make contributions, you will not be eligible to accrue service during this period.

Are there other benefits that I may be entitled to outside of the University?

The Federal Government announced a number of programs to support those employees who have lost their income as a result of the economic repercussions of the pandemic or are unable to earn an income because they are sick, quarantined, caring for someone with COVID-19 or have had to stop working in order to care for children who are either sick or home from school and daycare. Employees who are on an Infectious Disease Emergency Leave who meet this criteria may be eligible to apply for one of these programs, which can be found on the [COVID-19 Benefits and Services](#) section of the Government of Canada Website.

ACCESSING THIS LEAVE

Do I need to provide anything to the University in order to access this leave?

You may be required to provide *evidence that is reasonable in the circumstances* in order to support a leave request.

How do I request an Infectious Disease Emergency Leave?

Please request the leave in writing to your immediate supervisor using the [Leave of Absence Request Form](#)