



SCHOOL DISTRICT NO. 92 (NISGA'A)  
BOARD OFFICE

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Please ensure all staff have a copy of this important announcement

#### Staff

It is important that as employees we are all expected to comply with the recommendations of the Provincial Health Officer (PHO) including the recommendations with respect to out of country travel and further, that as employees we also have obligations under the *Workers Compensation Act* to take reasonable care to protect the health and safety of ourselves and others in the workplace — there are basic expectations during the current public health crisis and we may face consequences if we fail to comply with these expectations.

The most current advice we have been given is:

‘ Given [the PHO’s recommendation issued Thursday, March 12](#), “against all non-essential travel outside of Canada, including to the United States,” if an employee chooses to ignore the recommendation and continues to travel out of the country, upon their return they will be required to stay away from work for 14 days and they may need to access the vacation or unpaid leaves of absence available to them. We realize that in many cases, this will mean that teachers who do not have “vacation” banks may be on leave without pay. There may be individual nuances that employers may wish to consider on a case by case basis, including such issues as the date that the employee departed; e.g., how long after the PHO recommendation did they depart and did they have a reasonable amount of time to change their travel plans. We also recognize that there is varying (if any) collective agreement language that may be applicable to these circumstances and we will provide further information once we have had the opportunity to do a fulsome review.

- Before coming to work, employees should seek specific advice from public health officials (such as by contacting 811, public health authority, or other public health office) if they may have symptoms of COVID-19, have been in direct contact with a person who is or may be infected with COVID-19, and/or have been in direct contact with a person who has travelled internationally within the last 14 days.
- As a measure to ensure the health and safety of the workplace and administer its collective and other employment agreements, employers may request basic information about employees' travel plans to confirm whether employees have travelled internationally and the dates of any international travel [without violating privacy laws](#). I encourage you to let us know if you are planning to travel outside of Canada so we may plan for your safe return and to maintain the health and safety of the workplaces in our District.

We will seek further clarification as the Spring break unfolds but please exercise vigilance through these difficult times. I wish you the best break you can have given the challenge we all potentially face.

Joe Rhodes  
Superintendent