



Memorandum

2001 Third Avenue, Trail BC V1R 1R6
Tel: 250-368-2226 / Fax: 250-364-2470

To: All Casual Support Staff and TTOCs
Cc: All SD20
From: Marcy VanKoughnett, Asst. Supt – HR
Date: September 19, 2024
Re: *Employment Standards Act* – five days paid illness and injury leave

There has been a recent arbitration decision regarding access to the five ESA paid days that is important to note for our casual employees. Previously, you had to **already be scheduled for work** and if you became ill then you could access the ESA days. The arbitration has stated that you only **need to be called for work** to access the ESA days. As a result of this, moving forward, if you are called to work and you are not able to work due to your own illness, you can decline the work and then submit a Laserfiche request to be paid for that day. We have adjusted the Laserfiche form accordingly.

The provincial parties are discussing any retroactivity because of the arbitration and the local parties do not have information on that currently.

Thank you.