

To: All Staff
From: Maura McKinnon, Chief Human Resource Officer
Date: March 26, 2020
Re: **Bulletin #12 – COVID-19 – HR Update – Mar 26 2020**

Self-Isolation

Horizon appreciates that there has been confusion about self-isolation requirements, so we want to further clarify some of this information.

At the moment, ***the only instance for which self-isolation for 14 days is automatically required*** is upon returning from any destination outside of New Brunswick for non-work-related reasons.

In all other instances, Public Health officials or your primary health care provider will advise you whether you need to self-isolate for 14 days.

Public health officials will contact you directly if:

- you have been referred to them by Telecare (***please only call Tele-Care 811 if you have COVID-19 symptoms***); or
- if they have determined that you may have been in close contact with a presumptive or confirmed case.

If Public Health confirms you have had close contact with a presumptive case, they will advise you to self-isolate. Public Health does not advise contacts of a close contact to self-isolate.

Apart from Public Health officials, your primary health care provider (e.g. family doctor) may also require you to self-isolate for 14 days.

As part of their management of presumptive or confirmed cases, Public Health will contact employers if they have reason to do so, i.e. if their inquiry reveals that a presumptive or confirmed case had close contact with others in the workplace.

When they contact employers, Public Health officials will advise what measures should be taken in the workplace and what information should be provided to employees.

In addition, paragraph 10 of the Declaration of a State of Emergency and Mandatory Order advised that all employers are required to take every reasonable step required to prevent persons from entering workplaces who have travelled internationally in the previous 14 days.

To be clear, this applies going forward: many workplaces have employees in them who returned to Canada and to work healthy before March 13, and employers are not required to remove them from their workplaces until/unless they develop COVID-19 symptoms.