



**IMPORTANT**

## **MEMO TO ALL WVMEA SCHOOL BOARD MEMBERS**

MEMO TO: All WVMEA School Board Members  
FROM: Catalin Fota, Business Manager  
DATE: May 3, 2022  
RE: **5 Paid Sick Days**

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Good afternoon,

As previously communicated by the employer, I want to ensure that all of you are aware of the fact that as of **April 1st, 2022**, all **casual** and **temporary** employees of the West Vancouver School Board are now eligible for **5 paid sick days** per each calendar year.

The amendments to the Employment Standards Act received the Royal Assent on March 31st, 2022, and therefore the amendments became official legislation as of April 1<sup>st</sup>, 2022.

This means that:

- All casual or temporary employees are now qualified for 5 paid sick days per year.
- All employees who otherwise would receive 12% pay in lieu of all benefits are now qualified to receive up to 5 paid sick days/calendar year too.
- The provision is only applicable to all casual or temporary employees that have been employed for more than 90 days.
- Permanent employees will not receive any additional sick days in addition to their normal allocation of 20 days/year.
- If unused, any portion of the 5 paid sick days will not transfer into the new calendar year. The 5 paid sick days also do not accumulate, nor get paid out.
- For 2022, the 5 paid sick days are applicable to any sick days between April 1st and December 31st, 2022.

On April 7, 2022, the School Board sent an email to all casual and temporary employees detailing eligibility for the 5 paid sick days, as well as the process to claim sick time. If you missed work due to illness anytime after April 1st, 2022 and did not claim a sick day please contact HR at the School Board to clarify how you can apply retroactively.

Should you have any questions about this newly approved benefit, please do not hesitate to contact me or the WVMEA's office (contact info below).

Thank you,

**Catalin Fota**

**Business Manager, WVMEA**

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