

COVID-19 GUIDELINES FOR EMPLOYERS AND EMPLOYEES

Sick leave/Quarantine/Isolation period

- For those individuals who are experiencing flu-like symptoms they **must** stay at home and adhere to the following:
 - a) Immediately contact and inform employers about their conditions,
 - b) Visit the nearest flu-clinic or health care provider within two days of experiencing the symptoms for testing and treatment,
 - c) Provide sick leave certificate to your employer on the third day; and
 - d) Do not return to work unless you are authorized to do so by a Medical Practitioner.

- For an unvaccinated person who has been exposed to COVID-19 and required to be quarantined, the leave will be treated as a special COVID-19 related sick leave up to a maximum of seven (7) days annually. Any additional leave for COVID-19 related exposure will be deducted from vacation leave. If vacation leave is exhausted, then it will be treated as no-pay leave.

- Both vaccinated and unvaccinated persons (those with exemptions) who are required to be **isolated** will be compensated for the isolation period by their Employers and NIS for a period not exceeding 30 days.

- Where a vaccinated person who has been exposed to a positive individual with COVID-19 and is not exhibiting any symptoms of COVID-19, then the vaccinated person can return to work without any quarantine until testing

five (5) days after the exposure. If the exposed vaccinated person develops any symptoms of COVID-19 before the end of the five (5) day wait period, the person should be tested. Further, if the exposure is within the same household, then the vaccinated person must get tested immediately and follow the advice of the health provider.

- The quarantined period should be included in the vacation leave for those persons who are returning from overseas travel except for those who have travelled on official or work-related duties.
- Daily paid vaccinated workers who are required to be **quarantined or isolated**, those persons must be remunerated for the quarantined or isolated period.
- For Grenadines workers who are required to be quarantined by their employer, upon arrival on the island(s), the employer must remunerate the workers for the quarantine period.
- Prior to the resumption of duties, the individual who was tested positive for COVID-19 **must** present to his or her employer a certificate of fitness from the Ministry of Health or the authorized health care provider, declaring him or her "fit to work". If an employer is requesting additional proof of fitness in the form of a COVID-19 test, then the cost of the test must be borne by the employer.