

EDUCATION BULLETIN INFLUENZA A (H1N1) VIRUS

TO: School boards, CEGEPs, universities and private educational institutions

DATE: January 18, 2010

SUBJECT: Transitional measures for the CSST's "Safe Working Conditions for a Safe Maternity Experience" program

On January 7, 2010, Québec's Director of Public Health announced the end of the second wave of Influenza A (H1N1) in the province. Consequently, he has lifted the requirement to apply the recommendations set forth in 2009 in the "Safe Working Conditions for a Safe Maternity Experience" program and stated that pregnant employees must return to work.

In response, the CSST has created transitional measures for pregnant employees and employers concerned by this situation.

- 1) For pregnant employees whose due date is before March 15, 2010, the situation remains unchanged and they will remain on preventive leave or on reassignment.
- 2) For pregnant employees whose due date is March 15, 2010, or later, three situations are possible:

- **Influenza A (H1N1) is the only risk factor indicated on the certificate.**

Pregnant employees who were granted preventive leave owing only to the Influenza A (H1N1) virus must return to work. The CSST will cease paying their income replacement indemnity upon their return to work or by February 6, 2010, at the latest.

- **Risk factors other than Influenza A (H1N1) are indicated on the certificate and justify an immediate reassignment or preventive leave.**

Pregnant employees whose certificate states that their workplace presents other risk factors may be reassigned to other tasks that do not pose these risks or they may remain on preventive leave.

- **Risk factors other than Influenza A (H1N1) are indicated on the certificate and justify a potential reassignment or preventive leave.**

Pregnant employees who are on preventive leave owing to the Influenza A (H1N1) virus and whose certificate indicates other risks that are not currently present must return to work. The CSST will cease paying their income replacement indemnity upon their return to work or by February 6, 2010, at the latest. Should they become exposed to the other risks indicated on their certificate, they will again become eligible for reassignment to another job that does not entail these risks, or be granted preventive leave.

The CSST will contact the employees and employers concerned by the situation during the week of January 18, 2010, to ask them to take the necessary steps.

The usual process applies to newly pregnant school system employees who wish to take advantage of the “Safe Working Conditions for a Safe Maternity Experience” program.

For more information, pregnant employees and their employers may call 1-866-302-CSST (2778) or visit the CSST Web site: www.csst.qc.ca.