Screening Tool for Workplaces

Mandatory Screening

Any workers or essential visitors entering the work environment should be Q e3wned3( )] TJ ET Q EMC /P

Mandatory Screening

There are different methods for screening workers and essential visitors

A business can use:

New Framework in Ontario

https://files.ontario.ca/mobovid-19-response-framework

New Framework in Ontario

Employees Expenses When Working Remotely

Vacation Policies

If employees are required to use their vacation now, they will be unable to take time off at typical vacation times (e.g. the holiday season or summer)

Working Remotely – Health & Safety

Treat remote working environments as an extension of the workplace

Employers are required to keep their employees safe while they are working

A remote workspace may have ergonomic, electrical, fire or other hazards

Human Rights

All employees have the right to equal treatment in employment

Discrimination in employment on the basis of ethnicity, race, ancestry, place of,fp

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Human Rights

If an employee is required to self-isolate for legitimate reasons, the employer should explore alternative options to allow the employee to continue working (e.g. working from home)

It is not discriminatory to lay off employees if there is no work for them to do due to the impact of COVID-19

Accommodation

Accommodation re: Childcare Issues

There are several options available to accommodate

Canada (Attorney General) v. Johnstone, 2014 FCA 110

The employee must establish that:

CERB Benefits

Income Replacement Programs

Canada Emergency Wage Subsidy

Questions?

The informationcontainedin this presentationis provided