

New Health and Safety Guidelines for Re-Opening Your Business

In partnership with the Ontario Ministry of Labour, Training and Skills Development, the Health and Safety Associations have released a series of more than 60 technical sector guidance documents to further support employers and employees in remaining safe in the workplace during the COVID-19 outbreak.

Premier Ford has recommended that business owners use these guidelines to prepare for re-open so that businesses are ready when they are given the green light. The Ministry of Labour has increased the number of Labour inspectors that will be enforcing these new health and safety measures and there will be severe fines for businesses who do not comply. **Contact us to help you get your organization ready!**

Important

If you have employees who are not wanting to come to work or are refusing to come to work, **you do have options!** – **Contact us for advisory support before making any decision!**

Non-Essential Worker Police Checks

There has been a lot of talk on social media regarding police officers stopping individuals in their vehicles and asking for proof of employment in an essential service. Many employers have asked if they should be issuing letters to their employees to carry with them when commuting to and from work. We have reached out to several police departments including the Ontario Provincial Police (OPP), Barrie Police and York Regional Police and they have all confirmed that this is **not** the practice that Ontario officers have been instructed to carry out.

- There are no laws or provisions under the *Emergency Management and Civil Protection Act* that limit non-essential travel.
- No police service is requiring employment verification or conducting these types of stops; Employment letters are not required by police and they will not be stopping individuals.
- There have been reports of police impersonators in Ontario – a number of police websites have information on how to confirm if you are speaking with an actual officer (It is recommended to ask for a badge number and then call the local police office).

Note: If someone is stopped by an officer for a routine traffic violation and one of their passengers does not belong to the same household, they could receive a ticket for failing to physical distance.



HR Performance & Results is pleased to present...

SIGN UP NOW!

Understanding the ESA Online Workshop

Navigating government websites to find the information that you are looking for can sometimes be very challenging! This workshop will help provide you with a better understanding of the Ontario Employment Standards Act (ESA) and recent changes and how to incorporate the minimum requirements into your human resources policies. We will also discuss the **new COVID-19 related job protected leave and implications of this leave.**

Date: Thursday, June 4th, 2020

Time: 8:00 a.m. – 12:30 p.m.

Location: Zoom!

Cost: \$250.00 (+HST) – includes full participant manual & a post-workshop 1:1 call

Please see the attached registration form for more details.



SKINSATIONAL

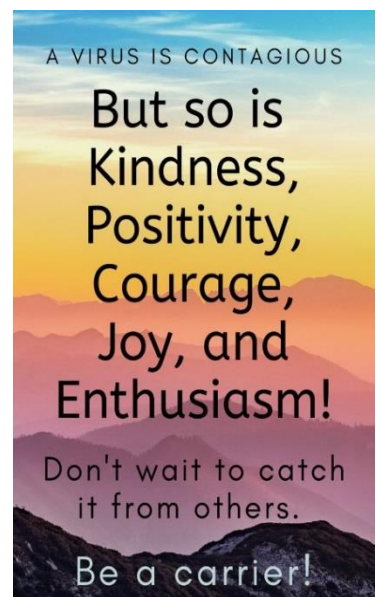
DAY SPA & SKIN CARE

Are you missing social time with your friends? Need a reason to get together virtually and have some laughs? Why not host your own **“Happy Hour Facial Party”**?

Here's how you can participate:

- Find 4-7 friends that are interested in attending your Zoom party.
- Send us their email addresses and we will contact them regarding their individual skin care concerns in order to provide the appropriate facial products as well as a Zoom link and time for your party.
- One of our experts will co-host the party with you to provide guidance, answer questions and contribute tips for exceptional at home skin care.
- If your guests are in Barrie, we will deliver the products in advance of the party. If not in Barrie the host could pick up the product and deliver to their guests.
- The fee will be **\$50 per guest**. \$20.00 will be a **donation to the Barrie Food Bank**, and \$20.00 will be a **gift certificate** that they can use toward any product they decide to buy.

To reserve your time email info@skinsational.ca or text me at 705-737-7557



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