

Ontario enters a provincewide shutdown effective Saturday, December 26th, 2020, at 12:01 a.m.

All non-essential businesses must close for 28 days effective December 26th, 2020.

Effective December 26th, 2020, the Ontario government will implement widescale measures and restrictions, including closures of all non-essential businesses, in order to halt or interrupt COVID-19 transmission.

- Restrictions are in place from **December 26, 2020 – January 9, 2021** in Northern Ontario and **until January 23, 2021** for Southern Ontario
- Businesses or organizations must operate in compliance with the advice, recommendations and instructions of public health officials, including any advice, recommendations or instructions on physical distancing, cleaning or disinfecting. *Check with your local public health unit for any additional advice, recommendations or instructions.*
- Trips outside of the home should only be for essential reasons (work, school, groceries/pharmacy, health care, assisting vulnerable individuals or exercise and physical activity)
- Individuals and families in higher transmission areas should avoid travel to lower transmission areas
- No indoor organized public events and social gatherings are permitted, except with members of the same household – people who live alone can gather with one household
- Work remotely, where possible

For a list of Businesses Permitted to Open and Sector Specific Public Health and Workplace Safety Measures: Refer to [O. Reg. 82/20 1](#) for more details.

MINISTRY OF LABOUR – ESA UPDATE

Deemed Infectious Disease Emergency Leave Extended

The COVID-19 period that was set to expire on January 3rd, 2021 has been extended to July 3rd, 2021.

Under *O. Reg. 228/20: Infectious Disease Emergency Leave*, employers were permitted to temporarily reduce or eliminate an employee's hours or wages throughout the COVID-19 period, without triggering a temporary lay-off. Instead, employees are deemed to be on the job-protected, unpaid *Infectious Disease Emergency Leave*. The Ontario government has since enacted *Ontario Regulation 765/20*, which **extended the "COVID-19 period" to July 3, 2021.**

- During the COVID-19 period, a non-unionized employee is "deemed" (or considered to be) on a job-protected infectious disease emergency leave if their employer has temporarily reduced or eliminated their hours of work because of COVID-19.
- Employees do not have a right to this leave and to not attend work during hours the employer *does* schedule them to work, solely because the employer has otherwise temporarily reduced the employee's hours.
- Although an employee is **deemed** to be on infectious disease emergency leave, the employee may qualify for, and take, the infectious disease emergency leave under one of the other conditions that qualify an employee for the leave.

Refer to: <https://www.ontario.ca/document/your-guide-employment-standards-act-0/infectious-disease-emergency-leave> for more details.

Happy Holidays

Our team will be working up until noon on December 24th and will be taking a well-deserved break for the holidays. Each team member will be responding to emails only before 10:00 a.m. on December 29th, 30th and 31st however we will assist with urgent employee matters (i.e., positive COVID-19 cases).

Wishing good health and happiness for you and your families during the holidays and for 2021!



Source: www.ontario.ca

AODA Report Deadline Extended

The deadline to submit the accessibility compliance report has been extended to **June 30, 2021.**

This applies to private sector organizations subject to the AODA, that have 20 or more employees in Ontario.

Details on completing and filing an accessibility compliance report can be found [here](#).

Source: www.accessibilitycanada.ca