

JUST IN: Ontario Declares State of EmergencyReleased January 12th, 2021**New stay-at-home order and restrictions to take effect Thursday, January 14th, 2021**

The Ontario government has issued a **stay-at-home order effective Thursday, January 14th at 12:01 a.m.** The following are the new measures that will come into effect on Thursday:

- Everyone is required to remain at home with exceptions for essential purposes, such as going to the grocery store or pharmacy, accessing health care services, for exercise or for essential work
- Each person responsible for a business or organization that is open shall ensure that **any person who performs work for the business or organization conducts their work remotely, with limited exception**, for instance, where the nature of their work requires them to be on-site at the workplace. **Give us a call to discuss your options!**
- Classrooms will remain closed to schools in Southern Ontario until February 10th, 2021 in the **following regions only: Windsor-Essex, Peel Region, Toronto, York, Hamilton.** All other areas will be reconfirmed on January 20th, 2021
- Outdoor organized public gatherings and social gatherings are further restricted to a **limit of five people** with limited exceptions
- Individuals are required to wear a mask or face covering in the indoor areas of businesses or organizations that are open. **Wearing a mask or face covering is now recommended outdoors** when you can't physically distance more than two meters
- All non-essential retail stores, including hardware stores, alcohol retailers, and those offering curbside pickup or delivery, must open no earlier than 7:00 a.m. and close no later than 8:00 p.m. (Does not apply to stores that primarily sell food, pharmacies, gas stations, convenience stores, and restaurants for takeout or delivery)
- Non-essential construction is further restricted, including below-grade construction, exempting survey including land surveying and demolition services.
- MOL has 450 Inspectors that will be ensuring compliance, focusing **workplace inspections in areas of high transmission, including break rooms**

Local and provincial law enforcement and workplace inspectors will have the authority to enforce these new measures through the issuing of tickets and fines. Source: www.ontario.ca

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 [here](#) for more details.

Source: www.ontario.ca