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We hope you have a safe and fun-filled long weekend!

A Reminder: Infectious Disease Emergency Leave (IDEL) Extended until May 2023

On July 21, 2022, the Ontario government announced that the entitlement to the three days of Paid IDEL for eligible employees has been extended until March 31, 2023 which was previously set to expire July 31, 2022. However, Deemed IDEL is scheduled to expire on July 30, 2022.

Paid IDEL - Remains until March 31, 2023

Paid IDEL is the paid job protected leave under the ESA which allows an employee who is unable to work for reasons related to COVID-19 to take up to three paid days of leave. Employers can submit claims for reimbursement to WSIB for up to \$200 per day for three days for each employee who takes the leave. Note: employers must submit their claims to WSIB within 120 days of the employee taking the leave.

Unpaid IDEL - Remains

Employees will continue to be entitled to unpaid job protected leave under the ESA if they are not performing the duties of their position because of reasons related to a designated infectious disease (COVID-19). For a list of reasons an employee would be eligible for unpaid IDEL, [Click Here](#)

Deemed IDEL - Ends July 30, 2022

As of July 30, 2022, employees will no longer be entitled to Deemed IDEL should their hours of work be temporarily reduced or eliminated by the employer for reasons related to COVID-19. This means that termination and severance rules under the ESA related to layoffs will again apply. All other actions made by the employer in response to COVID-19, such as a temporary reduction in wages, will no longer be deemed not to be a constructive dismissal.

[Contact us](#) today to discuss whether further actions are required as a result of Deemed IDEL ending.

Source: ontario.ca

COVID-19 Updates

Rapid Tests:

An increased number of individuals are experiencing COVID-19 symptoms, but their tests are continuing to show negative results. Research has found that the new COVID-19 variants are taking longer to appear positive with antigen testing. So what does this mean for employers? If an employee is experiencing COVID-19 symptoms but continues to show a negative result on the antigen tests:

- Advise the employee to test three times over three days, with 24 hours in between each test, if symptoms persist
- The employee should self isolate and cannot return to the workplace until they are 24 hours symptom free
- Accommodate the employee working from home where possible and if they feel well enough to do so

Source: What to do if you have COVID-19 symptoms but keep testing negative at home (cnbc.com)

Blog



JULY 29, 2022

HEALTH AND SAFETY

Who is Responsible for Workplace Health and Safety?

Health and Safety in the workplace is a tightly regulated area in Ontario and one that must always be treated very seriously by all employers. Make no mistake, The Ministry of Labour, Skills and Training Development, the Government body in Ontario for ensuring compliance with the Occupational Health and Safety Act (“the Act”), are given extraordinary powers...

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