
COVID-19: ONTARIO EMPLOYER PROGRAM CHECKLIST

The Checklist below represents our compilation of the major compliance requirements and the key programs available to Ontario employers to assist them with the workplace impacts brought about by Covid-19. Clicking on text which is [hyperlinked](#) below will redirect you to more comprehensive information online, downloadable materials or application portals.

GENERAL WORKPLACE SAFETY AND PROCEDURES

- Your staff are using the daily Covid-19 Survey in HRLive or your own version.
- Safe social distancing (2 metres / 6 feet apart) is being observed.
- Masks are being worn as required. PPE and sanitation supplies are available.
- You have a Communicable Diseases Risk Management Policy in place (developed for all HRLive Clients).

PROTOCOL IF AN EMPLOYEE TESTS POSITIVE FOR COVID-19

- Exclude the employee from the workplace. Maintain their condition in confidence.
- Contact your [Public Health Unit](#) for direction (regarding isolation and return to work protocols).
- Identify and notify “Close Contacts” in your workplace (those who interacted with the Covid-positive employee for at least 15 minutes, less than 6 feet apart).
- Close Contacts will be directed by Public Health to self-isolate for 14 days to self-monitor for symptoms and strongly encouraged to seek testing.
- Covid-positive employees may not return to work without medical clearance.

IDEL AND STAFF ON LAY-OFF OR COVID-19 “INTERRUPTIONS”

- Staff on [Infectious Disease Emergency Leave](#) remain on a protected leave with the right to be reinstated to their previous position or a comparable one (similar rights to a parental / maternity leave).
- If you still have placed staff off work for interruptions due to Covid, you have until **July 3, 2021** to determine their status (unless the provincial government extends this deadline).

CEWS (CANADA EMERGENCY WAGE SUBSIDY)

- For [eligible employers](#), *any reduction* in revenue is eligible for CEWS subsidy.
- The maximum subsidy rate will remain at 65% (40% base rate + 25% top-up) until December 19, 2020 (Period 10). After Period 10, the maximum rate will return to 75%.
- CEWS subsidy is extended to June 2021 (changes in calculations not yet known).
- For information on Claim Periods [Click Here](#) and to access or download the [CEWS Calculator](#).

ENHANCED EI PROGRAMS (EMPLOYMENT INSURANCE)

- Enhanced benefits and relaxed eligibility criteria are in place until [September 2021](#).
- Only 120 hours of insurable hours will be needed to qualify for weekly EI benefits of \$500 for 26 weeks.
- [Canada Recovery Benefit](#) (CRB) provides the same benefit to workers who are not eligible for EI (self-employed, 'gig' workers).
- If annual income exceeds \$38,000 then 50% of benefits must be repaid.
- [Canada Recovery Sickness Benefit](#) (CRSB) provides \$500/wk for up to two weeks if unable to work because sick (or self-isolating) due to Covid. No medical note needed.
- [Canada Recovery Caregiving Benefit](#) (CRCB) provides \$500/wk if unable to work in order to provide caregiving to a child under 12 (or another dependent). Typically due to school or daycare closures.

CANADA EMERGENCY RENT SUBSIDY (CERS)

- [Eligible Tenants \(Employers\)](#) can now apply for the subsidy (rather than Landlords).
- The CERS is retroactive to September 20, 2020. Program runs until June 2021.
- Use the [Online Calculator](#) to determine your subsidy and to submit your claim.

The above information is not an exhaustive list of all programs and benefits available to employers. A variety of other programs are available to employers and we recommend that you consult with these organizations directly to access these resources:

- [Ontario Small Business Support Grant](#) -- \$10,000-\$20,000 available to small businesses (less than 100 employees) who closed or subject to restrictions as a result of the province-wide shutdown commencing December 26th (provided revenues declined at least 20% comparing April 2020 to April 2019).
- [Regional Relief & Recovery Funding –CFDC](#) is available in your region can help you with this and other funding programs for small businesses and a manufacturers.
- [Canada Emergency Business Account](#) – the original loan program of \$40,000 has been increased to \$60,000. Apply for the program (or an the additional \$20,000 before March 31, 2021). However be mindful of the additional conditions for eligibility with the expanded financing, particularly the certification that your organization has suffered negative financial impacts.
- [Farm Credit Canada](#) – funding specifically for those in the Agriculture and Food sector.
- [PPE, Energy Bill & Property Tax Grants](#) – for eligible Small businesses.

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THESE REGULATIONS ARE BEING UPDATED FREQUENTLY.
PLEASE CONTACT US FOR THE LATEST PROGRAM DETAILS.