

# COVID-19 National Updates

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NOTE: The following is not legal advice and is for informational purposes only



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# WorkSafeBC

WorkSafeBC has posted information on their restart plans for both Phase 1 and Phase 2: [www.worksafebc.com](http://www.worksafebc.com)

- Earlier this week, WorkSafeBC's Board of Directors ("BOD") met and made a decision to move forward with the expedited process of adding COVID-19 (or potentially more broadly coronaviruses or respiratory communicable diseases depending on the review) to Schedule 1 (formerly Schedule B) Workers Compensation Act ("WCA"). As such, this issue has been added to the Policy Regulation and Research Division's ("PRRD") policy priorities workplan. Schedule 1 is the highest level of designation or recognition of an occupational disease. A disease is added to Schedule 1 in connection with a described process or industry wherever it is satisfied from the expert medical and scientific advice it receives that there is substantially greater incidence of the particular disease in a particular employment than there is in the general population.
- Occupational diseases are added to Schedule 1 after scientific and medical research is conducted and stakeholders are consulted on the proposed addition. Once this is done the BOD reviews the findings and stakeholder feedback and makes a decision on the details of the presumption. As Schedule 1 can only be revised by BOD-approved regulation, the Regulation must be deposited with the Office of the Registrar of Regulations, and any change is only effective 90 days after the regulation is deposited with the Office. Generally this process can take at least 18-24 months. The BOD has requested the PRRD expedite the process due to the current pandemic. The PRRD anticipates the expedited process will take about 6 months. The PRRD has established an internal working committee and is working with WorkSafeBC's Evidence Based Practice Group and Clinical Service on obtaining medical and scientific research.

# WorkSafeBC

Updated list of FAQs as it relates to Health and Safety:

<https://www.worksafebc.com/en/about-us/covid-19-updates/health-and-safety/covid-19-faqs>

Preventing exposure to COVID-19 in the workplace: A guide for employers:

<https://www.worksafebc.com/en/resources/about-us/guides/preventing-exposure-to-covid-19-in-the-workplace?lang=en>

WSBC clarification on wage loss during shutdown:

## **Workers with an existing claim**

If your workplace shuts down temporarily while you are on modified duties or a graduated return to work, you will receive wage-loss benefits from WorkSafeBC for the duration of your scheduled graduated return-to-work plan and/or the period of time that you are unable to work due to your injury. Wage loss benefits are only payable for the duration of the worker's disability due to the compensable injury. If the worker recovers from the compensable injury / condition, wage-loss benefits are no longer payable, even if work is no longer available due to the COVID-19 operational cutbacks and closures.

## WorkSafeBC

**If a worker was on a modified return to work and the employer shuts down, the worker is entitled to wage-loss benefits for the duration of the worker's compensable disability.**

When a worker is on a graduated or modified return to work, WorkSafeBC considers the worker to be temporarily partially disabled and the worker's entitlement to wage-loss benefits is determined under section 30 of the "Act". If a worker is working modified duties, full hours with the employer paying 100% of the worker wages, such that no biweekly payment is being issued by WorkSafeBC, their wage-loss entitlement calculation under section 30 of the Act would likely be \$0. The worker's wage-loss entitlement had not ended, we simply do not process a payment to a worker for \$0. Due to the COVID-19 worksite closures, the suitable alternate or modified duties are no longer available to the worker. Since the worker remains temporarily disabled, WorkSafeBC continues to consider their entitlement to wage-loss benefits under section 30 of the Act. If the employer is no longer paying the worker, their income from employment is \$0. Therefore, the worker will receive wage-loss benefits from WorkSafeBC, with no deductions for income from that employer. To the worker, it may appear that they are being placed back on wage-loss benefits by WorkSafeBC. WorkSafeBC will continue to manage the worker's entitlement to wage-loss based on the relevant evidence and the worker's individual circumstances. Once the worker recovers, the worker's entitlement to wage-loss benefits will end.

## WorkSafeBC

Employers can defer payment of their Q1 2020 premiums by three months. This means employers who report payroll and make payments on a quarterly basis, as well as Personal Optional Protection (POP) coverage holders, can defer payment until June 30, 2020. Employers who report annually will not be impacted because they do not report payroll or pay premiums until March 2021. Employers who report and pay on a quarterly basis may still find it to their advantage to report their payroll by April 20, even if they defer payment, to ensure their account balance is accurate and clearance is not negatively impacted.

### **Workers with an existing claim**

If your workplace shuts down temporarily while you are on modified duties or a graduated return to work, you will continue to receive the same benefits that you were receiving at the time of the shutdown.

### **When could COVID-19 be work related?**

When a worker contracts COVID-19 as a direct result of their employment, they are entitled to compensation if the following conditions are met:

1. Evidence that the worker has contracted COVID-19, either:
  - a medical diagnosis in a medical report, or
  - non-medical factual evidence where other evidence establishes the existence of COVID-19.
2. The nature of the worker's employment created a risk of contracting the disease significantly greater than the ordinary exposure risk of the public at large.

# WorkSafeBC

## **When do I report a case of COVID-19 to WorkSafeBC?**

Report it if it meets the specific criteria. As shown in the examples, if you are at significantly greater risk than the general public of contracting the virus while at work, and you lose time from work after contracting the virus, report the claim to WorkSafeBC. However, if you are not at greater risk than the general public of contracting the infection, do not report.

## **What happens if I was performing modified duties or a graduated return-to-work and my employer shuts down due to COVID-19?**

You will be paid during the shutdown. You won't sustain any loss of benefits due to work disruptions. If your employer does not pay you during the shutdown, WorkSafeBC will provide you wage-loss benefits during this time.

## **Does WorkSafeBC cover people for a quarantine or self-isolation period?**

No. WorkSafeBC does not provide coverage for people who are symptom free even when quarantined, self-isolating or sent home on a precautionary basis.

# WCB Alberta

## Workers with an existing claim

- **In-person assessment and treatment services are not available at this time.** Secure virtual assessment and treatment services are available from all providers through a computer or smart phone connection.

Your workers will not suffer any loss of benefits due to work disruptions. If employers do not pay workers during a shutdown, WCB will provide wage replacement benefits for any workers who were working modified duties as a result of a previous workplace injury. You may have questions about claims costs stemming from pandemic-related closures and the inability to offer modified work. Your 2020 claims costs will begin to impact premium rates in 2022, so we have time to investigate options related to any costs incurred as a result of these events.

News for Alberta private sector, small and medium businesses:

- Private sector employers will have immediate financial relief by deferring WCB premiums until early 2021, effectively for one year.
- Employers who have already paid their WCB premium payment for 2020 will be automatically refunded. Your remaining 2020 balance will be deferred to 2021
- For small and medium businesses, the government will cover 50 per cent of the premium when it is due.
- Large employers will also receive a break by having their 2020 WCB premium payments deferred until 2021, at which time their premiums will be due.
- Any small and medium sized private sector employers with \$10M or less in insurable earnings for 2020 will be eligible.

Letters of clearance (good standing) will remain available for any employers, contractors or subcontractors who have an open account with WCB

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# WCB Alberta

## When COVID-19 may be work-related

When a worker contracts COVID-19 as a direct result of their employment, they are entitled to compensation if the following conditions are met:

- The nature of employment involves sufficient exposure to the source of infection,  
-and-
- The nature of employment is shown to be the cause of the condition,  
-or-
- The nature of employment creates a greater risk of exposure for the worker.

## When do I report a case of COVID-19 to WCB-Alberta?

Report it if it meets the specific criteria. Like in the examples provided, if your worker is at greater risk than the general public of contracting the virus while at work, and they lose time from work after contracting the virus, report the claim to WCB. However, if your staff is not at greater risk than the general public of contracting the infection, do not report. Examples include people who believe they caught the COVID-19 virus from a co-worker or client.

## WCB Alberta

### **Do I report cases where one staff member caught COVID-19 from a co-worker?**

No. Coronaviruses like COVID-19 can be caught through contacts in the community, home or work.

### **If I'm an employer in the acute health care field or if I believe my staff is at greater risk than the general public of exposure at work, do I need to report all exposures?**

No, you only need to report lost-time claims to WCB. If workers were exposed to the virus but develop no symptoms, the incident should be recorded in your records but you do not need to report it to WCB.

### **I'm an employer whose staff is at greater risk than the general public of exposure at work. I sent my worker home because there's a high risk of exposure. Do I need to report it to WCB?**

No, if there is no illness, there is no claim. There's no need to report this to WCB.

### **Do I report cases where my worker had COVID-19 but then develops problems related to their treatment?**

Yes, if COVID-19 is work-related due to greater risk at work (e.g., health care providers), any treatment complications are also considered work-related.

## WCB Alberta

### **Will WCB-Alberta accept COVID-19 claims where there are symptoms present but no medical reporting that confirms a diagnosis of COVID-19?**

Yes, if it meets the specific criteria. If your worker believes they have COVID-19, advise them to call Health Link at 811 and follow their advice. Early in the pandemic, they may instruct your worker to seek medical attention and undergo testing to confirm the diagnosis. If your worker is not severely ill, 811 may instruct them to remain at home (in self isolation), until their symptoms fully resolve. If symptoms persist or worsen, they should seek medical treatment and ask to have that reporting forwarded to WCB.

### **What happens when I submit a COVID-19 claim?**

Like any other claim, WCB-Alberta must determine whether exposure to the disease arose out of the course of employment and was caused by an employment hazard (in this case, workplace exposure to the virus).

# WCB Saskatchewan

**Q. My employee cannot start or continue their return-to-work program because I had to close my business or I had to reduce my staff because of COVID-19. Will my employee lose their benefits?**

No. Your employee's benefits will continue if their return-to-work program has been interrupted due to COVID-19. However, their benefits will not continue beyond their scheduled full time return to work date or recovery from the work injury. Cost relief may be applied for the period of interruption. Read WCB policy, [COVID-19 Response – Benefits When a Return to Work \(RTW\) Plan is Interrupted \(ADM POL 03/2020\)](#).

**Q. Will my business be provided cost relief because my employees recovery is delayed due to COVID-19?**

Yes. Cost relief will be provided to you from the effective date the WCB determines that your employee's recovery or treatment program was interrupted. Cost relief will continue until the treatment plan is restarted or the WCB determines that the worker has, or should have, made a recovery from their injury, whichever comes first. Read WCB policy, [COVID-19 Response – Cost Relief \(ADM POL 04/2020\)](#).

## WCB Saskatchewan

We have been advised that Case Managers are making decisions based on a special board directive called “Board Directive COVID-19 Response – Benefits When a Return to Work (RTW) Plan is Interrupted (ADM POL 03/2020)” with an effective date of March 18, 2020. This directive applies to injured workers whose RTW has been interrupted due to the COVID-19 state of emergency layoffs. The Purpose of this directive is to provide workers with temporary full earnings loss benefits who are not eligible through current policy, POL 02/2018, Benefits – Return to Work (RTW) Interrupted during the COVID-19 situation. The file will be reviewed for cost relief automatically. We await a formal release from the board at this time regarding this.

The board is relying on POL 02/2018 to make decisions on benefit payments during the pandemic. Eligibility for ongoing benefits will be based on whether the worker continues to have restrictions because of the work injury and the reason for the interruption.

Under a layoff scenario, a worker will receive full benefits if a layoff interrupts their RTW, even if they were receiving partial benefits or had no earnings loss if one of the following conditions are met; the work injury restricts the workers' ability to perform work outside of the limited requirements or their RTW, or work restrictions make the worker unable to compete for other employment on the same basis as other workers.

Under a Strike, Lockout, Termination or State of Emergency, eligibility for ongoing wage loss benefits are determined as follows:

- If the RTW did not eliminate all earnings loss, the worker will continue to be eligible to receive partial earnings loss benefits
- If the RTW eliminated all earnings loss, the worker is not eligible to receive earnings loss benefits.

NOTE: An employer will receive cost relief for earnings loss benefits paid to a worker during a state of emergency

Effective April 1 until June 30, 2020, the WCB will waive penalties and interest charges for late premium payments.

# WCB Saskatchewan

## **When COVID-19 might be work related:**

A worker may be entitled to compensation should they contract COVID-19 as a direct result of their employment. Generally the employment would need to put the employee at greater risk of contracting COVID-19 than the general public. Based on WCB policy, Injuries – Communicable Disease (POL 02/2010), the following conditions must be met:

- There is confirmed exposure to the disease in the workplace PLUS
- The time period that the illness is contracted is in close proximity to the confirmed workplace exposure OR
- The nature of employment creates a greater risk of exposure for the worker than to the general population.

## **Q. When should a case of COVID-19 be reported to the WCB?**

A. If a situation meets the criteria listed above, such as a worker who is at greater risk of contracting the virus than the general public, and they lose time from work after contracting the virus, a claim should be submitted. If your staff is not at greater risk than the general public of catching COVID-19, no claim should be submitted. This includes if your staff believes they have contracted the virus from a client or co-worker.

## WCB Saskatchewan

**Q. Should a claim be filed if a staff member catches COVID-19 from a co-worker?**

A. No. COVID-19 can be transmitted through contact in the community, workplace or home.

**Q. As an employer of health care professionals, or other employment that I believe exposes my staff to greater risk than the general public, should I report all exposures?**

A. No. Only time-loss cases need to be reported to Saskatchewan-WCB. If a worker is exposed to the virus, but does not develop any symptoms, the incident should be recorded for your internal records, but no claim needs to be filed.

**Q. My staff is at higher risk of exposure, than the general public, so I have sent them home for precautionary reasons. Do I need to report this to WCB?**

A. No. If there is no illness, there is no claim, and therefore no requirement to report to WCB.

**Q. Should I report a cases where my worker developed COVID-19 and develops complications from their treatment?**

A. Yes. For workers with an acceptable claim, complications in treatment are considered work-related.

**Q. Will claims be accepted where COVID-19 symptoms are present, but no medical diagnosis was received?**

A. Yes, if it meets the criteria outlined above. If your worker believes they have COVID-19, advise them to contact their family physician or call the Saskatchewan Health Line to seek medical advice. Dial 811 or 1.877.800.0002 to connect with a licensed health care professional.

## WCB Manitoba

Manitoba has decided to return their \$37 million surplus to employers to help them through the pandemic.

### **My worker believes they contracted COVID-19 at work. What should I do next?**

- You are required to report workplace injuries resulting in time missed from work or a medical treatment within five business days of being made aware of them.
- Work-related injuries and illnesses, including in some cases COVID-19, have always been and continue to be covered by the WCB and determined on a case-by-case basis.

### **Is COVID-19 work-related?**

- Most instances of COVID-19 are not work-related. However, the nature and type of work your workers do may put them at greater risk of contracting the virus than the general public. Nurses, health care aides and other direct care providers in hospitals and long-term care facilities are some examples of workers who may be at greater risk.

### **When is a COVID-19 claim accepted?**

- For a COVID-19 claim to be accepted, the WCB must determine that a worker contracted the virus as a result of an exposure arising out of and in the course of employment.

### **How will the WCB make this determination?**

- The WCB adjudicates work relatedness and benefit entitlement based on the specific and unique circumstances of each individual case. The WCB gathers information from you and other sources to assist in making this decision.

# WCB Manitoba

## **How is work-relatedness determined?**

- To determine the work-relatedness of COVID-19 claims, the WCB looks at details such as the person's employment activities, their symptoms and whether they have a diagnosis of COVID-19.

## **Does a worker need a confirmed diagnosis of COVID-19 to receive benefits?**

- While a diagnosis is generally not required, the WCB considers the facts in each case to determine entitlement.

## **Does the WCB cover workers during self-isolation or quarantine when they are not sick?**

- No, the WCB does not provide coverage to workers when they are quarantined, self-isolating or sent home on a precautionary basis and are symptom free. However, should a worker develop symptoms during quarantine, they may be eligible for compensation.

## **I followed the advice of the public health officials and closed my business. I have incurred additional claim costs because I could not offer Return to Work options to my injured workers. Am I charged for these extra claim costs?**

- We understand you may have questions and concerns about these claim costs. Your 2020 claims costs will begin to impact premium rates in 2022. The WCB will be considering the economic and business impacts of COVID-19.

## WCB Manitoba

Given the economic uncertainties, businesses may be challenged with cash flow and require temporary relief from their WCB payment obligations. In response, the WCB of Manitoba will:

- Defer premium payments until the end of May.
- Not charge business interest and/or penalties for non-payment until October.
- Extend the payroll reporting deadline until the end of May.
- Ensure that coverage remains active for accounts that choose to defer payments until the end of October. Clearances will remain in good standing.

Note: These dates may change as we continue to assess the situation.

Any claims for Covid-19 will be handled in the same manner in which we currently handle all occupational diseases. Each claim is adjudicated on its own merit in accordance with Manitoba's Workers Compensation Act, and the applicable policies (Policy 44.20 Disease General).

In the policy, an "ordinary disease of life" is defined as a disease that can be commonly acquired from a variety of life situations. A disease will not be considered to be an "ordinary disease of life" if the risk of contracting the disease through the employment can be shown to be greater than the risk associated with the ordinary living experience.

## WCB Manitoba

When a Communicable Disease, such as influenza or Covid-19, is present in the community, there is a risk to the general population that individuals may contract it through their daily activities (shopping, using public transport, attending events, etc). In order for a claim to be acceptable, it must be determined that the person's employment put them at an increased risk of contracting the condition. In other words, it must be determined that through their employment a worker likely came into contact with another individual with a confirmed case of Covid-19, and has also been diagnosed with a confirmed case of Covid-19. Through investigation, we will also consider latency periods for contracting the condition, and if the worker was using appropriate personal protective equipment and following exposure protocols at the time they came into contact with the individual.

In order for any claim to be acceptable, it must be established that a worker has sustained an injury due to an accident as defined in the Act. If a worker comes into contact with an individual who has Covid-19 but does not contract the condition, there is no injury due to accident, and as such, no responsibility will be accepted by the WCB.

With regards to the question of quarantine, if a worker is taken off work as a precaution and does not have the condition, the claim is not acceptable and there is no entitlement to wage loss from the WCB. Similarly, if a worker is taken off work, has a confirmed case of Covid-19, and it is determined that employment did not put the worker at an increased risk of contracting the condition, the claim is not acceptable and there is no entitlement to wage loss from the WCB.

## **My health care provider has rescheduled or cancelled my appointment and it affects my ability to get treatment within the treatment timeline. What should I do?**

- Health care providers and associated facilities must abide by public health guidelines, including screening protocols. If your care is disrupted, the clinician will inform your adjudicator/case management team and include an estimated timeline and date, if possible, for the next appointment. Many providers have moved to providing virtual care through safe and secure platforms that can help continue your recovery while keeping you safe.

## **Does the six-month time limit to file a claim for benefits after a workplace injury or illness still apply during the state of emergency?**

- No. The six-month time limit for injured or ill people to file a claim for benefits will not apply while the state of emergency is in effect.
- You should file a claim as early as you are able to do so but during the state of emergency, we will not deny a claim for benefits due to missing a time limit. This applies to any time limits that would have expired on or after March 16, 2020, until the end of the state of emergency.

## **Does the usual three-day time limit for employers to report an injury or illness still apply during the provincial state of emergency?**

- We expect employers to make all reasonable efforts to report any injuries or illnesses within the expected timelines, unless they are prevented from doing so because of the state of emergency.
- In cases where employers are not able to meet expected timelines, we will use our discretion on a case-by-case basis to extend time limits for reporting work-related injuries or illnesses, to avoid unfairly penalizing businesses or injured/ill people for delays during this state of emergency.

# WSIB

## **I want to object to a decision about a WSIB claim – does the regular time limit apply?**

- The regular six-month time limit for objecting to a WSIB decision (or 30-day time limit for return-to-work decisions) will not apply while the state of emergency remains in effect.
- You should let us know if you object to a decision as early as you are able to do so but during the state of emergency, we will not deny an objection due to missing a time limit. This applies to any time limits that would have expired on or after March 16, 2020 until the end of the state of emergency.

# WSIB

SIEF and NEL departments have closed.

Access department transitioning to digitization of access files and moving away from physical mailing of documents.

WSIB will be offering a financial relief package up to \$1.9B. All businesses covered are eligible and businesses are able to defer their premium reporting and payments until August 31, 2020 with no interest accruing. All businesses covered by the WSIB's workplace insurance are automatically eligible for the financial package. No action is required from businesses to receive the financial relief. You do not have to participate in the financial relief package. You can continue to report and pay on a monthly, quarterly or annual basis. You can also report now and defer payment until later.

All in-person WSIAT hearings cancelled to April 17, 2020.

## **I think I contracted coronavirus (COVID-19) at work. Should I file a claim?**

While the nature of some people's work may put them at greater risk of contracting the virus, for example those treating someone with COVID-19, any claims received by the WSIB will need to be adjudicated on a case-by-case basis, taking into consideration the facts and circumstances. If you believe you contracted COVID-19 while at work, you may file a claim to determine if you are eligible for WSIB coverage.

# WSIB

## **Will I continue to receive my WSIB benefits if my employer shuts down due to COVID-19?**

Yes. We are continuing to pay all wage-loss benefits and have ensured all loss-of-earning benefits are up -to- date. You will continue to receive the same benefits that you were receiving at the time of your employer's shut-down.

## **I am working part-time and receiving partial loss-of-earnings benefits from the WSIB. Will I continue to receive my WSIB benefits if my employer shuts down due to COVID-19?**

Yes. We are continuing to pay all wage-loss benefits and have ensured all loss-of-earning benefits are up- to- date. You will continue to receive the same benefits that you were receiving at the time of your employer's shut-down.

## **I have been performing modified duties due to a workplace injury, but receiving full pay. Will the WSIB cover any pay I lose if my employer shuts down due to COVID-19?**

No. If you were not receiving any wage-loss benefits at the time of the employer's shut-down, you won't receive any new wage-loss benefits. If you were receiving any other benefits at the time of the shut-down, such as health care benefits, those will continue.

# WSIB

## **How will the WSIB determine if a COVID-19 claim will be allowed?**

Multiple potential sources of COVID-19 may now exist at work and at home creating challenges in establishing work-relatedness when adjudicating claims. For a COVID-19 claim to be allowed, evidence must show that the person's risk of contracting the disease through their employment is greater than the risk to which the public at large is exposed and that work significantly contributed to the person's illness. To determine the work-relatedness of COVID-19 claims, the WSIB will look at details such as the person's employment activities, their symptoms and whether they have a diagnosis of COVID-19. While the nature of some people's work may put them at greater risk of contracting the virus, for example those treating someone with COVID-19, this is a constantly evolving situation and any claims received by the WSIB will need to be adjudicated on a case-by-case basis, taking into consideration the facts and circumstances.

**Please note:** The WSIB does not provide coverage for people who are symptom-free even when quarantined or sent home on a precautionary basis. However, should someone who is symptom-free develop symptoms or illness while on quarantine, they may be eligible for WSIB coverage.

## **Does the WSIB cover people for a quarantine period?**

No, the WSIB does not provide coverage for people who are symptom-free even when quarantined, self-isolating or sent home on a precautionary basis.

### ***What is the deadline for the return to work of a worker who has had COVID-19?***

The Department of Public Health authorizes the lifting of isolation when all of the following criteria are satisfied:

- A period of at least 14 days since the onset of the disease in its acute phase;
- Absence of acute symptoms for 24 hours (excluding a residual cough that may persist);
- An absence of fever for 48 hours (without taking antipyretics).
- As a general rule, hospitalization will not be required for the majority of the population who will be infected. Most people will therefore be able to stay at home.

However, since the health network could not attest to the satisfaction of the criteria mentioned above, a medical certificate should not be considered for a return to work.

## CNESST - EN

### ***What is the social distance to be respected on construction sites and when transporting workers?***

The employer must plan the work so as to respect, as far as possible, a social distance of 2 meters between workers.

Work schedules should be planned over time to avoid having a large number of workers in one location at the same time.

If a team of workers is formed, it is recommended to keep the same workers in the team.

Respect for social distancing may not be possible for a short period of time due to the work to be done. The worker must therefore always avoid touching his face, and he must cough in his elbow.

For the transport of workers, it is recommended to reduce the vehicle occupancy rate to 50%. The presence of 2 workers in a vehicle is acceptable.

It is also recommended to avoid holding meetings in person; rather, focus on the phone or the web.

### ***What are the preventive measures to be implemented during work in a contaminated place?***

During emergency work (plumbing, electricity, etc.) in a contaminated place, you must keep a social distance of at least 2 meters with a contaminated person. It is important to wash your hands and your tools when leaving the workplace.

### ***Do workers have to use personal protective equipment (PPE) specific to COVID-19?***

It is not recommended for a construction worker to wear specific PPE (gloves, mask, coverall) to protect themselves from COVID-19. The best thing to do is avoid touching your face and washing your hands often.

## CNESST - EN

### ***Are there solutions to counter the stress, anxiety and depression associated with COVID-19?***

The current COVID-19 pandemic is a special and unusual reality. It is normal to experience fear, stress, anxiety or depression.

The means to improve your situation are to be well informed, to take care of yourself and to seek help if necessary.

Here are some useful phone numbers for help:

- Building Healthy Program: 1 800 807-2433
- Info-Social psychosocial telephone consultation service: 811
- Suicide prevention center: 1 866 277-3553
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### Reference documents

- Interim recommendations for workers on construction sites
- Document from the Ministère de la Santé et des Services sociaux: Stress, anxiety and depression associated with coronavirus disease (COVID-19)

## CNESST - EN

### ***Is it still possible to appeal the decisions rendered by the CNESST?***

Yes, it is always possible for workers and employers to challenge a decision. However, if you are unable to contest a decision within the 30-day period provided for by the Act respecting industrial accidents and occupational diseases, the CNESST will be flexible and considerate for the extraordinary circumstances that brings the current COVID-19 crisis if the reason for the late deadline was linked to COVID-19

## CNESST - EN

### **Will my income replacement benefits be suspended if I miss an appointment due to COVID-19?**

The CNESST urges you to reschedule non-essential and non-urgent appointments to a later date. So if you miss care or treatment due to the coronavirus pandemic, your income replacement benefits will continue. Nevertheless, try to reschedule your appointments at least 24 hours in advance if possible. The CNESST does not reimburse cancellation fees charged by a medical facility when a worker does not show up for an appointment.

### **Are remote treatment or consultation payable?**

If the worker's situation and condition are suitable, the CNESST will permit remote treatment and consultation provided that it is done in accordance with professional order rules. As for the attendance register, it is recommended that clinics and practitioners obtain an email from the worker confirming that they have received treatment.

### **Since it is harder to get a medical appointment during the COVID-19 pandemic, can I see another healthcare professional for my care?**

Exceptionally, the CNESST will accept recommendations issued by a doctor, dentist, optometrist or pharmacist in their respective areas of expertise, as it is harder to get a medical appointment during the COVID-19 pandemic. Furthermore, exceptionally, the CNESST can analyze worker claims related to COVID-19 when the medical certificate is completed by a nurse confirming this diagnosis and accompanied by the analysis results.

## CNESST - EN

**Given the current COVID-19 situation, will the CNESST accept audiograms that are more than 12 months old when approving hearing aid purchases and replacements?**

Given the current COVID-19 situation, the CNESST will accept audiograms up to 14 months old.

**What does the CNESST suggest for my employer, who has arranged a medical assessment?**

The CNESST encourages employers to postpone non-urgent medical assessments, to reduce the propagation of COVID-19. Furthermore, no income replacement benefits will be suspended by the CNESST.

**Will the 30-day deadline for supplementary reports be extended for attending physicians?**

Yes, the CNESST is extending the deadline for submitting supplementary reports by 30 days during the COVID-19 pandemic. Attending physicians will therefore have 60 days from the date of the request to respond to the Commission. This extension may be reassessed as circumstances change.

## CNESST - EN

### **I have to take a leave of absence from my temporary work assignment due to COVID-19. Will the CNESST resume my income replacement benefits?**

Every employer must take the necessary measures to protect the health and ensure the safety and physical well-being of his worker. However, these situations may arise:

- You are under mandatory isolation in accordance with the Québec government's COVID-19 health guidelines. The CNESST will continue or resume your income replacement benefits.
  - Work goes on at your company and there are no medical conditions or government guidelines that would justify your absence from work. The CNESST will assess the reasons put forward and then inform you if your income replacement benefits are being continued or suspended.
  - Your employer has implemented company-wide telework so everyone can temporarily be reassigned to work from home. The CNESST will consider this to be a continuation of your temporary reassignment and you will have to go through with it.
  - A company or organization (e.g., sports centre, daycare centre, school) is closed or ceases some of its operations in accordance with the Québec government's COVID-19 health guidelines. As a result, your temporary work assignment comes to an end. The CNESST will resume your income replacement benefits from the date of cessation of work.
- The worker or the employer must inform the CNESST that the temporary reassignment has ended.

### **I have to be absent from my temporary work assignment because someone I live with has risk factors (medical condition, age), will my benefits be resumed?**

The CNESST considers this to be a valid reason and will resume the income replacement benefits.

## CNESST - EN

Employers have until August 31, 2020 to make the payment of their Statement of Account linked to the CNESST contribution. In addition, no penalty or interest will be required during this period; the deadline for transmitting the 2019 Wage Statement is extended. Employers have until June 1, 2020 to forward it.

### **Can a worker who contracted the coronavirus (COVID-19) through exposure in the workplace be compensated?**

Yes, workers who become infected with COVID-19 during the course of their employment may be entitled to the usual benefits and services provided under the Act respecting industrial accidents and occupational diseases (AIAOD).

The worker must see a physician who will make the diagnosis, notify the employer and complete the worker's claim so it can be submitted to the CNESST. The worker must demonstrate that they came into contact with the virus through or in the course of their work. The work connection must be demonstrated in a conclusive manner.

The CNESST's decision will take into account the specifics of each claim.

### **Can claims be made for secondary exposure (e.g., if a worker's close relative is infected)?**

No, only workers who contract the disease as a result of their work can be compensated.

## CNESST - EN

**If a pregnant worker decided to stay home right now while waiting for her doctor's appointment and the CNESST's decision, would she be eligible for retroactive compensation?**

Pregnant workers can stop working before seeing a doctor. They must inform their employer of the reasons for their immediate withdrawal from work (COVID-19). The employer will acknowledge the danger present at the worker's workstation and confirm an assignment to safe work or preventive withdrawal. The danger (COVID-19) must be present in the workplace. The worker must:

- See a doctor as soon as possible
- Get a Preventive Withdrawal and Reassignment Certificate for a Pregnant or Breast-feeding Worker (PWC)
- Give the PWC to the employer

If the worker is eligible for the For a Safe Maternity Experience Program (FSMEP) and is on preventive withdrawal, she may be retroactively entitled to income replacement benefits. If the application is denied, the worker is not entitled to income replacement benefits.

## CNESST - EN

### **Regarding the risks associated with COVID-19 infection, has the CNESST provided special measures for the withdrawal of pregnant women?**

Yes. Given the ongoing spread of COVID-19, the CNESST has streamlined the processing of preventive withdrawal requests for pregnant healthcare workers. Here are the two possible scenarios:

1. Pregnant workers who have already obtained a Preventive Withdrawal Certificate and who perform one of the tasks set out in section 5 of the Institut national de santé publique (INSPQ) document *Recommandations intérimaires sur les mesures de prévention en milieux de travail pour les travailleuses enceintes ou qui allaitent*:

- may be immediately withdrawn from work
- do not need to obtain a new Preventive Withdrawal Certificate or a new job analysis

2. For new preventive withdrawal applications and when the worker is unable to see a doctor to obtain a Preventive Withdrawal Certificate and a job analysis, a nurse must confirm:

- that the worker is pregnant
- that she is able to work

In the latter scenario, if the employer is unable to get a job analysis from Direction de la santé publique, the employer must submit a document confirming that the pregnant healthcare worker is performing one of the tasks set out in section 5 of the above-mentioned document. Upon receipt of these two documents (Preventive Withdrawal Certificate and confirmation of a covered job), the CNESST will be able to process the preventive withdrawal application.

### **Quel est le délai pour le retour au travail d'un travailleur qui a eu la COVID-19?**

La Direction de la santé publique autorise la levée de l'isolement lorsque tous les critères suivants sont satisfaits :

- Une période d'au moins 14 jours écoulée depuis le début de la maladie dans sa phase aiguë;
- Une absence de symptômes aigus depuis 24 heures (excluant une toux résiduelle qui peut persister);
- Une absence de fièvre depuis 48 heures (sans prise d'antipyrétiques).
- Règle générale, une hospitalisation ne sera pas requise pour la majorité de la population qui sera contaminée. La plupart des personnes seront donc en mesure de demeurer à la maison.

Toutefois, puisque le réseau de la santé ne pourrait attester la satisfaction des critères mentionnés plus haut, un certificat médical ne serait pas à envisager pour un retour au travail.

### **Quelle est la distance sociale à respecter sur les chantiers et lors du transport des travailleurs ?**

L'employeur doit planifier les travaux de façon à respecter, dans la mesure du possible, une distance sociale de 2 mètres entre les travailleurs.

Il faut planifier la répartition des travaux dans le temps pour éviter la présence d'un grand nombre de travailleurs au même endroit, en même temps. Si une équipe de travailleurs est formée, il est recommandé de garder les mêmes travailleurs dans l'équipe.

Il peut arriver que le respect de la distanciation sociale ne soit pas possible pour une courte période de temps en raison du travail à effectuer. Le travailleur doit donc toujours éviter de toucher son visage, et il doit tousser dans son coude.

Pour le transport des travailleurs, il est recommandé de réduire le taux d'occupation des véhicules à 50 %. La présence de 2 travailleurs dans un véhicule est acceptable.

Il est aussi recommandé d'éviter de tenir des réunions en personne; il faut plutôt privilégier le téléphone ou le Web.

### **Quelles sont les mesures de prévention à mettre en place lors de travaux dans un lieu contaminé?**

Lors de travaux d'urgence (plomberie, électricité, etc.) dans un lieu contaminé, il faut garder une distance sociale d'au moins 2 mètres avec une personne contaminée.

Il est important de se laver les mains et ses outils en quittant les lieux de travail.

### **Est-ce que les travailleurs doivent utiliser un équipement de protection individuelle (EPI) spécifique à la COVID-19?**

Il n'est pas recommandé pour un travailleur de la construction de porter un EPI spécifique (gants, masque, couvre-tout) pour se protéger de la COVID-19. Les meilleures mesures à appliquer sont d'éviter de toucher à son visage et de se laver les mains souvent.

### **Existe-t-il des solutions pour contrer le stress, l'anxiété et la déprime qui sont associés à la COVID-19?**

L'actuelle pandémie de la COVID-19 constitue une réalité particulière et inhabituelle. Il est normal de vivre de la peur, du stress, de l'anxiété ou de la déprime.

Les moyens pour améliorer sa situation sont de bien s'informer, de prendre soin de soi et d'aller chercher de l'aide au besoin.

Voici des numéros de téléphone utiles pour avoir de l'aide :

- Programme Construire en santé : 1 800 807-2433
- Service de consultation téléphonique psychosociale Info-Social : 811
- Centre prévention du suicide : 1 866 277-3553

Documents de référence

Recommandations intérimaires à l'intention des travailleurs sur les chantiers de construction

Document du ministère de la Santé et des Services sociaux : Stress, anxiété et déprime associés à la maladie à coronavirus (COVID-19)

### **Est-il toujours possible de contester les décisions rendues par la CNESST?**

Oui, il est toujours possible pour les travailleurs et employeurs de contester une décision. Cependant, si vous vous trouvez dans l'impossibilité de contester une décision dans le délai de 30 jours prévu par la Loi sur les accidents du travail et les maladies professionnelles, la CNESST fera preuve de souplesse et de considération pour les circonstances hors du commun qu'amène la crise actuelle de la COVID-19 si le motif du hors délais était lié à la COVID-19.

## CNESST - FR

### **Est-ce que mes indemnités de remplacement du revenu seront suspendues si je ne présente à un rendez-vous en raison de la COVID-19?**

La CNESST vous encourage à reporter vos rendez-vous non essentiels ou non urgents à une date ultérieure. Ainsi, en cas d'absence à vos traitements ou soins en raison de la pandémie de coronavirus, vos indemnités de remplacement du revenu seront maintenues. Toutefois, vous êtes invités, dans la mesure du possible, de reporter vos rendez-vous au moins 24 heures à l'avance. La CNESST ne rembourse pas les frais d'annulation demandés par l'établissement dispensant le service médical lorsqu'un travailleur ne se présente pas à un rendez-vous.

### **Les traitements ou consultations à distance sont-ils payables?**

La CNESST acceptera, lorsque la situation et la condition des travailleurs et des travailleuses s'y prêtent, que ceux-ci bénéficient de télétraitements ou de téléconsultations dans la mesure où celles-ci respectent les règles des ordres professionnels. Pour la signature du registre des présences, il est recommandé aux cliniques et aux intervenants qui dispenseront ce type de traitement d'obtenir du travailleur qui en bénéficie un courriel confirmant sa participation à une telle séance.

### **Puisque les consultations médicales sont plus difficiles à obtenir depuis la pandémie à la Covid-19, est-il possible que je consulte un autre professionnel de la santé pour mon suivi ?**

Exceptionnellement, la CNESST acceptera les recommandations émises par un médecin, un dentiste, un optométriste ou un pharmacien dans leur champs de compétence respectif, et ce, étant donné que les consultations médicales sont plus difficiles à obtenir depuis la pandémie à la COVID-19. De plus, pour les demandes de Réclamation du travailleur reliées à la COVID-19, de façon exceptionnelle, lorsque l'attestation médicale est complétée par une infirmière confirmant ce diagnostic et accompagné des résultats de l'analyse, la CNESST pourra procéder à l'analyse de la réclamation.

## CNESST - FR

**Dans le contexte actuel de la COVID-19, la CNESST acceptera-t-elle un audiogramme daté de plus de 12 mois pour l'autorisation d'achat ou de renouvellement des prothèses auditives?**

Étant donné le contexte actuel en lien avec la COVID-19, la CNESST acceptera des audiogrammes datés de 14 mois.

**Que suggère la CNESST pour mon employeur qui avait prévu une expertise médicale ?**

La CNESST encourage l'employeur à reporter l'expertise non urgente afin de limiter la propagation de la Covid-19. De plus, aucune mesure de suspension des indemnités de remplacement de revenu ne sera prise par la CNESST.

**Les médecins qui ont charge sont-ils relevés du délai de 30 jours pour produire le rapport complémentaire?**

Oui, la CNESST prolonge de 30 jours le délai de réception des demandes de rapport complémentaire (RC) pendant la pandémie de la COVID-19. Ainsi, le médecin qui a charge dispose de 60 jours, à partir de la réception de la demande du RC, pour transmettre sa réponse à la Commission. Cette prolongation est sujette à réévaluation selon l'évolution de la situation.

## CNESST - FR

### **Je dois m'absenter de mon assignation temporaire de travail en raison de la COVID-19. Est-ce que la CNESST reprendra les indemnités de remplacement du revenu?**

L'employeur a l'obligation de prendre les mesures nécessaires pour protéger la santé et assurer la sécurité et l'intégrité physique du travailleur. Cependant, ces situations peuvent survenir :

- Si vous êtes en isolement obligatoire en raison de l'application des consignes sanitaires du gouvernement du Québec concernant la COVID-19, la CNESST maintient ou reprend le versement de l'indemnité de remplacement du revenu.
  - Le travail se poursuit dans l'entreprise et aucune condition médicale ou consigne gouvernementale ne justifie votre absence au travail. La CNESST doit évaluer les raisons invoquées. La CNESST vous informera alors si vos indemnités de remplacement du revenu sont maintenues ou suspendues.
  - L'assignation temporaire de travail est disponible en mode télétravail et il s'agit d'une mesure mise en œuvre par votre employeur pour l'ensemble de son entreprise. La CNESST considère alors qu'il s'agit de la poursuite de votre assignation temporaire et vous devez le faire.
  - Une entreprise ou une organisation (par exemples un centre sportif, une garderie, une école) est fermée ou cesse une partie de ses activités en raison de consignes sanitaires du gouvernement du Québec concernant la COVID-19 mettant fin à votre assignation temporaire de travail. La CNESST reprend le versement de l'indemnité de remplacement à partir de la date de votre arrêt.
- Le travailleur ou l'employeur doit aviser la CNESST que l'assignation temporaire a pris fin.

### **Je dois m'absenter de mon assignation temporaire puisqu'une personne avec qui j'habite a des facteurs de risque (condition médicale, âge), est-ce que mes indemnités reprendront?**

La CNESST considère qu'il s'agit d'un motif valable et reprend le versement de l'indemnité de remplacement du revenu.

## CNESST - FR

À compter d'aujourd'hui et jusqu'à nouvel ordre: les employeurs ont jusqu'au 31 août 2020 pour effectuer le paiement de leur État de compte lié à la cotisation à la CNESST. De plus, aucune pénalité ni aucuns intérêts ne seront exigés pendant cette période; le délai pour transmettre la Déclaration des salaires 2019 est prolongé. Les employeurs ont jusqu'au 1er juin 2020 pour la transmettre.

### **Un travailleur qui aurait contracté le coronavirus (COVID-19) par une exposition dans son milieu de travail peut-il être indemnisé?**

Oui, les travailleurs atteints de la COVID-19 qui auraient été infectés au cours de leur emploi pourraient avoir droit aux prestations et aux services habituels offerts par la Loi sur les accidents du travail et les maladies professionnelles.

Pour ce faire, le travailleur doit consulter un médecin qui posera le diagnostic, aviser son employeur et remplir la réclamation du travailleur qu'il fera parvenir à la CNESST. Le travailleur devra démontrer qu'il a été en contact avec le virus par le fait ou à l'occasion de son travail. Le lien avec le travail devra être démontré de façon prépondérante.

La décision de la CNESST tiendra compte des particularités inhérentes à chaque demande.

### **La contamination indirecte est-elle indemnisable (ex. : un membre de la famille immédiate d'un travailleur atteint)?**

Non, seul le travailleur qui contracte la maladie à cause de son travail peut être indemnisé.

## CNESST - FR

### **Si une travailleuse enceinte décidait de demeurer chez elle dès maintenant en attendant le rendez-vous chez son médecin et la décision de la CNESST, pourrait-elle bénéficier d'une indemnisation rétroactive?**

La travailleuse peut cesser de travailler avant même de consulter son médecin. Elle doit informer son employeur des raisons justifiant son retrait immédiat du travail (COVID-19). Celui-ci reconnaît les dangers présents au poste de travail de la travailleuse et lui confirme une affectation à des tâches qui ne comportent pas de danger ou un retrait préventif. Le danger (COVID-19) doit être présent dans le milieu de travail. La travailleuse doit

- consulter son médecin le plus rapidement possible
- obtenir le certificat visant le retrait préventif, et
- remettre le certificat visant le retrait préventif à son employeur

Si la travailleuse est admissible au programme Pour une maternité sans danger et qu'elle est en retrait préventif, le droit à l'indemnité de remplacement du revenu pourrait être rétroactif. Advenant le refus de la demande, la travailleuse n'a pas droit à l'indemnité de remplacement du revenu.

## CNESST - FR

### **En lien avec les risques associés à la contamination par la COVID-19, est-ce que la CNESST a prévu des mesures spéciales concernant le retrait des femmes enceintes?**

Oui. Dans le contexte actuel de propagation de la COVID-19, la CNESST a apporté des allègements dans le traitement des demandes de retrait préventif pour les travailleuses enceintes du milieu de la santé. Deux situations sont possibles:

1. Les travailleuses enceintes qui ont déjà obtenu un Certificat de retrait préventif et qui exercent l'une des tâches énoncées à la section 5 du document Recommandations intérimaires sur les mesures de prévention en milieux de travail pour les travailleuses enceintes ou qui allaitent de l'Institut national de santé publique (INSPQ) :

- peuvent être retirées du travail immédiatement

- n'ont pas besoin d'obtenir un nouveau Certificat visant le retrait préventif ou une nouvelle étude de poste

2. Pour les nouvelles demandes de retrait préventif et lorsque la travailleuse n'est pas en mesure de consulter son médecin afin d'obtenir un Certificat de retrait préventif et une étude de poste, une infirmière devra confirmer :

- que la travailleuse est enceinte, et

- qu'elle est apte à travailler

## CNESST - FR

Pour cette dernière situation, à défaut d'avoir obtenu la consultation auprès de la Direction de la santé publique pour obtenir une étude de poste, l'employeur doit présenter un document qui confirme que la travailleuse enceinte du milieu de la santé exerce l'une des tâches énoncées à la section 5 du document mentionné précédemment. À la réception de ces deux documents (Certificat de retrait préventif et confirmation de l'exercice d'un poste visé), la CNESST pourra procéder au traitement de la demande de retrait préventif.

## WCB Nova Scotia

WCB Nova Scotia is committed to doing our part to reduce the impact of COVID-19 on Nova Scotians. Working in partnership with the Government of Nova Scotia, we will defer all employer premium payments for three months. Late fees and interest will not be charged until further notice. This temporary change means that covered employers will not have to worry about paying WCB premiums until July. Employers pay premiums to the WCB on a wide range of payment frequencies. Today's announcement means that for all employers, no payments for WCB premiums are due until July 2020. Late payment and interest are deferred. While those premiums will accrue, they do not need to be paid, and interest and late payment fees will be waived until further notice.

CBI will be reopening for virtual assessments for Tier programs and LifeMark for urgent in person Form E's

Appeals: Any current pending disclosure files from WCB NS are on hold. There is no one on site in the File and Copy department due to the shut down and priorities. Sub deadlines on hold as a result.

## WCB Nova Scotia

As with any claim received, WCB Nova Scotia will adjudicate claims related to COVID-19 on a case-by-case basis. As set out in the Workers' Compensation Act, compensation is only available for a work-related injury or illness. It is not provided for workers who cannot work for preventative or precautionary reasons, such as a quarantine situation.

Workers in quarantine or who have been directed to self-isolate should refer to their employers' sick leave policies and the Government of Canada's employment insurance policy, which has recently been amended in response to COVID-19 concerns.

# WorkSafeNB

Health and Safety Measures for Workplaces

[https://www.worksafenb.ca/media/60984/covid-19\\_health\\_and\\_safety\\_measures\\_for\\_workplaces.pdf](https://www.worksafenb.ca/media/60984/covid-19_health_and_safety_measures_for_workplaces.pdf)

Health and Safety updates in the FAQ section:

<https://www.worksafenb.ca/safety-topics/covid-19/covid-19-frequently-asked-questions/>

To do our part to help New Brunswick businesses, assessment premiums related to employer payrolls for February, March and April will be deferred for three months without interest charges. This affects employers who pay their premiums on a monthly basis. It is not a permanent reduction in assessments payable, but a temporary postponement of payment. The deferral is not a permanent reduction in assessments payable, but a temporary postponement of payment to help ease the current financial burden of the business community. In June, when premium payments resume, WorkSafeNB is committed to working with you, our employers, to establish a payment plan for the deferred months that best meets your needs.

Claims submitted for a COVID-19 virus infection contracted through a work-related exposure are adjudicated on a case-by-case basis. For a claim to be accepted, evidence must show that the infection arose out of and in the course of employment and the risk of contracting the disease through the employment is greater than the risk associated with contracting it through day to day living.

## WorkSafeNB

NB is following their existing policy on Infectious Diseases (21-109)

To determine if an infectious disease arose out of and in the course of employment, evidence must show that the risk of contracting the disease through the employment is greater than the risk associated with contracting the disease through day to day living.

When determining if the disease arose out of and in the course of employment, WorkSafeNB may ask the following questions when gathering sufficient evidence upon which to base the decision:

- Does the worker have a confirmed diagnosis of a specific infectious disease?
- Was there confirmation that the disease was present in the workplace?
- Was the worker exposed to the infectious disease in the workplace?
- Does the evidence show that the worker was at a significantly greater risk of contracting the infectious disease due to their employment, than they would have been as a member of the general public?
- Could the exposure have occurred outside the workplace?
- Would the nature of the worker's employment activities allow for the transmission of the infectious disease?
- Was the incubation period of the infectious disease clinically compatible with the worker's symptoms and timing of the disease?
- Did the worker use personal protective equipment in the workplace?
- Was there a documented community outbreak of this infectious disease?

# WCB PEI

## Telehealth guidelines – approved treatment providers

[http://www.wcb.pe.ca/DocumentManagement/Document/pub\\_supportinginjuredworkersandlocalserviceproviders.pdf](http://www.wcb.pe.ca/DocumentManagement/Document/pub_supportinginjuredworkersandlocalserviceproviders.pdf)

## Will there be any disruption to WCB benefits or services?

- Benefits will continue for eligible workers during the COVID-19 crisis and we are working to ensure that payments are issued as quickly as possible.
- To help prevent the spread of COVID-19 our office is closed to visitors, but we will continue to provide essential services through the phone, email or other methods.
- Impairment assessments will be postponed until non-urgent medical services become available.
- Reviews related to extended wage loss benefits are temporarily suspended. Benefit payments will continue at the same rate as before the crisis.

## What happens if a worker cannot participate in their rehabilitation?

- Self-isolation, social distancing and availability of vocational and non-urgent health care services may have an impact on rehabilitation of workplace injuries. If this is the case, workers are asked to contact their case worker to discuss their claim.
- If a worker has symptoms or is diagnosed with COVID-19, the worker should follow the recommendation of their health care provider about isolation and quarantine, and contact their case worker.

## WCB PEI

WCB will defer all assessment due dates related to 2020 employer payrolls. This temporary change means that covered employers will not have to pay WCB premiums until June 30, 2020. Neither interest nor penalties will accrue during this time. We realize much has changed since employers filed their 2020 estimated payrolls just a few weeks ago and we are asking for employers to submit any revisions to their 2020 payroll estimates to the WCB before May 15th to ensure that it is reflected on their June statement in assessment amounts due.

If a worker contracts COVID-19 that may be a result of work, they should report it to the WCB to determine if they are eligible for compensation benefits. To have a claim accepted for COVID-19, all of the following conditions must be met:

- There is medical confirmation that the worker has COVID-19.
- The worker has been exposed to COVID-19 at work.
- The exposure is confirmed to be work-related, that is, it arose out of and in the course of their employment. The board refers to their existing POL-71 on Conditions for Entitlement and POL-65 on Occupational Diseases.

### **Are quarantined or self-isolated workers eligible for benefits?**

The WCB is not able to provide compensation for workers who cannot work for preventative or precautionary reasons. As set out in the Workers Compensation Act, compensation is only available for a work-related injury or illness.

Workers in quarantine or who have been directed to self-isolate may be eligible for benefits from other sources. Workers should refer to their employers' sick leave policies and the Government of Canada's employment insurance policy, which has recently been amended in response to COVID-19.

# WorkplaceNL

## **Services that are suspended until further notice:**

- In-person counter service and face-to-face meetings
- WorkplaceNL-hosted health and safety in-class workshops
- PRIME audits
- OHS audits
- Hygiene assessments
- Certification trainer assessments and audits
- Internal review and requests for file information

To help businesses in the province during the COVID-19 pandemic, we are deferring the collection of employer assessment payments and waiving interest charges or penalties until June 30, 2020. This means that all insured employers will not have to worry about paying assessments until July 2020. The deferral will be applied to all existing payment plans and post-dated cheques. Employers do not need to contact WorkplaceNL.

Current process (pending specific updates from the province) is to follow current policies around occupational diseases.

## COVID-19 info posted on the AWCBC re Claims Adjudication

Board / Commission	Coronavirus Disease (COVID-19) Claims Adjudication Information
<b>YWCHSB (Yukon)</b>	YWCHSB will adjudicate COVID-19 claims for workers who contract COVID-19 as a direct result of their employment. They are entitled to compensation if: there is a causal connection between the conditions of the work required to be performed and the resulting injury; and, the injury is linked to a worker’s employment in terms of time, place and activity consistent with the obligations and expectations of that employment.
<b>WorkSafeBC</b>	WorkSafeBC COVID-19 claimants are entitled to compensation if: evidence that the worker has contracted COVID-19, either: a medical diagnosis in a medical report, or non-medical factual evidence where other evidence establishes the existence of COVID-19; and, the nature of the worker’s employment created a risk of contracting the disease significantly greater than the ordinary exposure risk of the public at large.
<b>WCB Alberta</b>	WCB Alberta adjudicated claims, when a worker contracts COVID-19 as a direct result of the duties of their employment, are entitled to compensation if: the nature of employment involves sufficient exposure to the source of infection; the nature of employment is shown to be the cause of the condition; and the nature of employment creates a greater risk of exposure for the worker.

## COVID-19 info posted on the AWCBC re Claims Adjudication

Board / Commission	Coronavirus Disease (COVID-19) Claims Adjudication Information
<b>Saskatchewan WCB</b>	Saskatchewan WCB will adjudicate claims from a worker if there is a confirmed link between the worker's exposure and their employment related to contracting COVID-19. Based on Saskatchewan WCB's Injuries – Communicable Disease policy, the following conditions must be met for a COVID-19 claim: there is confirmed exposure to the disease in the workplace; the time period that the illness is contracted is in close proximity to the confirmed workplace exposure; and, the nature of employment creates a greater risk of exposure for the worker than to the general population.
<b>WCB Manitoba</b>	WCB Manitoba adjudicated work-related injuries and illnesses, including in some cases COVID-19, are determined on a case-by-case basis.
<b>WSIB (Ontario)</b>	WSIB will adjudicate COVID-19 claims on a case-by-case basis, taking into consideration the facts and circumstances.
<b>CNESST (Quebec)</b>	CNESST will adjudicate claims from workers who become infected with COVID-19 during the course of their employment. A claimant may be entitled to the usual benefits and services provided under Quebec's Act Respecting Industrial Accidents and Occupational Diseases.
<b>WorkSafeNB</b>	Claims submitted to WorkSafeNB for a COVID-19 virus infection contracted through a work-related exposure are adjudicated on a case-by-case basis. For a claim to be accepted, evidence must show that the infection arose out of and in the course of employment and the risk of contracting the disease through the employment is greater than the risk associated with contracting it through day-to-day living. Compensation is not provided for workers who withdraw from work for prevention reasons.

## COVID-19 info posted on the AWCBC re Claims Adjudication

Board / Commission	Coronavirus Disease (COVID-19) Claims Adjudication Information
<b>WCB Nova Scotia</b>	WCB Nova Scotia are adjudicating claims related to COVID-19 on a case-by-case basis. As set out in the Nova Scotia Workers' Compensation Act, compensation is only available for a work-related injury or illness. It is not provided for workers who cannot work for prevention, or precautionary reasons such as a quarantine situation.
<b>WCB PEI</b>	WCB PEI will adjudicate COVID-19 claims if a worker may have contracted the virus as a result of work. To have a claim accepted these conditions must be met: there is medical confirmation that the worker has COVID-19; the worker has been exposed to COVID-19 at work; and, the exposure is confirmed to be work-related, that is, it arose out of and in the course of their employment.
<b>WorkplaceNL</b>	Newfoundland and Labrador COVID-19 claims adjudication details to come.
<b>WSCC (NWT &amp; NU)</b>	Northwest Territories COVID-19 claims adjudication details to come. Nunavut continues to report zero cases of coronavirus (COVID-19) disease.

## COVID-19 info posted on the AWCBC re Financial Relief

Board / Commission	Financial Relief Measures for Employers
<b>WSCC (NWT &amp; NU)</b>	WSCC has extended their assessment premium payment deadline for Northwest Territories and Nunavut employers, and has suspended late payment interest charges <b>to August 1, 2020</b> .
<b>YWCHSB (Yukon)</b>	YWCHSB has revised their annual payroll estimates, making Yukon employers (who have experienced significant change in their account due directly to the effects of the COVID-19 pandemic) eligible for a refund of their 2020 premiums. YWCHSB has also deferred premium payments without penalty or interest charges <b>to a date appropriate for the employer's financial situation</b> .
<b>WorkSafeBC</b>	WorkSafeBC has postponed BC employers' premium payment deadline for Q1 2020 to April 20, 2020. If an employer is unable to pay their premium by that deadline, they can defer it without penalty <b>until June 30, 2020</b> .
<b>WCB Alberta</b>	All private sector employers in Alberta have had their 2020 premiums deferred <b>to 2021</b> . When invoicing is resumed for 2020 premiums in 2021, small- and medium-sized private sector employers will have 50% of their 2020 premiums waived.

## COVID-19 info posted on the AWCBC re Financial Relief

Board / Commission	Financial Relief Measures for Employers
<b>Saskatchewan WCB</b>	Saskatchewan WCB is waiving penalties and interest charges for late premium payments <b>until June 30, 2020</b> . They are also forgiving interest and penalties for late payments applied to the month of March, prioritizing employer payroll revisions, and suspending payroll audits until further notice (except in situations where an employer may be eligible for a refund).
<b>WCB Manitoba</b>	WCB Manitoba is deferring premium payments <b>until May 31, 2020</b> , and waiving late payment penalties until further notice. They have also extended their payroll reporting deadline without penalties until May 31, 2020, and ensuring that all clearances will remain in good standing.
<b>WSIB (Ontario)</b>	WSIB's financial relief package allows businesses to defer premium reporting and payments <b>until August 31, 2020</b> .
<b>CNESST (Quebec)</b>	CNESST's premiums payment deadline has ben extended <b>until August 31, 2020</b> , during which no interests or fees on outstanding payments will be applied.

## COVID-19 info posted on the AWCBC re Financial Relief

Board / Commission	Financial Relief Measures for Employers
<b>WorkSafeNB</b>	Premiums paid monthly by New Brunswick employers, due in February, March and April 2020, have been deferred <b>for three months</b> without interest charges.
<b>WCB Nova Scotia</b>	WCB Nova Scotia has deferred all employer premium payments for three months <b>until July 2020</b> .
<b>WCB PEI</b>	PEI employers do not have to pay premiums <b>until June 30, 2020</b> . Neither will interest nor penalties accrue during this time.
<b>WorkplaceNL</b>	Assessment premium payments from Newfoundland and Labrador employers have been deferred <b>until June 30, 2020</b> .