

COVID-19 FAQ March 23, 2020

1. What do I do if my employer issues a temporary layoff?

Contact the hall and ask for dispatch, members will be placed on temp-layoff and will be eligible to apply for SUB if they fulfil the SUB requirements. Service Canada has waived the first week waiting period for COVID related layoffs. In order to have the first week waiting period waived you must call 1-833-381-2725. Follow this [LINK](#) to apply for EI Regular benefits and this [LINK](#) for EI Sick benefits.

2. What happens if a doctor orders me to self-isolate?

Call the hall and request a short-term disability COVID form. Fill out the form and fax or email it back to the union hall for processing. Benefit eligibility requirements must be fulfilled.

3. What happens if I am permanently laid off?

The same rules apply for all lay-offs, report to dispatch and apply for EI Regular Benefits through this [LINK](#).

4. What happens if my site is closed?

Your employer will ascertain if they have alternative work for you and if not, they will issue a temporary lay-off and will be eligible to apply for SUB if you fulfil the SUB requirements. Please apply through this [LINK](#).

5. What happens if I am out of work and either quarantined or self-isolated?

Call the hall and ask for dispatch. Should you be already on EI then nothing would change. If you are not on a claim you can apply by going to this [LINK](#). Normally, when you are on EI regular benefits, you may collect up to 4 weeks of sickness benefits without having to convert your claim from regular to sickness benefits. The sickness EI payment will be the same as the regular EI. However, you normally need a doctor's note to cover those weeks that you are unavailable to look for work because Service Canada may send you a letter requesting to show proof of your sickness.

6. What happens if I am working and I am quarantined, or doctor ordered self-isolated?

Notify your employer and request a temporary layoff due to sickness. You can request a COVID 19 STD form, complete and send back to the hall for processing.

7. If my employer asks where I had my vacation, do I have to tell them?

No there is no requirement to tell them, however an employer can request that you self-isolate if they feel there is a risk to other employees/members. Mutual co-operation is required during this period of time.

8. Can I refuse to take a call from dispatch where I do not want to work?

The local has suspended passes, while this pandemic is being researched, to allow members to choose wisely.

9. What do I do when I am ready to return to work?

You should always call the hall and ask for dispatch. Notify your employer.

10. What happens if my symptoms continue past the 14 days?

Contact the hall, request a full short-term disability form, which requires you to have your doctor fill it out and return it to the hall.

11. If I am on Regular EI benefits am I entitled to SUB?

SUB is available as it normally would be for those who qualify.

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12. What happens if I do not qualify for Employment Insurance?

Your first step should always be to apply for regular EI benefits. If by chance you are ineligible for regular benefits the Government of Canada has implemented a new Emergency Care Benefit which will be run by the Canada Revenue Agency. At this time the details and contact links are not in place but when they are, we will get the link on our website. You can also monitor the CRA website for details through this [LINK](#).

13. What happens to my Health and Welfare during a temporary layoff?

During these extraordinary circumstances some members may have their hour banks depleted. Our plan includes coverage subsidies for members on the out of work list, so it is imperative that you report to dispatch as soon as your employment situation changes.

14. Can I ask for a temporary layoff to care for family members or have daycare/school issues with my children?

The short answer is yes. The Ontario Government has enacted new Employment Standards Act (*Infectious Disease Emergencies*) regulations backdated to be effective as of January 25, 2020. You can find the text of the new regulation by going to <https://news.ontario.ca/opo/en/2020/03/employment-standards-amendment-act-infectious-disease-emergencies-2020.html>

15. What happens if my symptoms continue past the 14 days?

There is no need to reapply for short-term disability benefits past the 14 days. However, Canada Life will require an update on your medical condition. It is important to ensure that you are under the care of a doctor during your illness, even if by telephone or computer conferencing. Should your doctor charge a fee for medical updates, don't forget your plan covers the cost of medical notes related to disability of up to \$300 per year.