



IBEW
CANADA

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 353

ROBERT WHITE
PRESIDENT

LEE CAPRIO
BUSINESS MANAGER
FINANCIAL SECRETARY

JEFF IRONS
VICE-PRESIDENT



EXCELLENCE
AT WORK

May 7, 2021

Dear Brothers and Sisters:

On April 29, 2021, the Ontario Government amended the *Employment Standards Act, 2000* to require employers to provide employees with up to **three days of paid** infectious disease emergency leave because of certain reasons related to COVID-19. This entitlement is **in addition** to employees' rights to **unpaid** [infectious disease emergency leave](#).

1. INFECTIOUS DISEASE EMERGENCY LEAVE

- A. Paid infectious disease emergency leave is available for **certain reasons related to COVID-19, including:**
- going for a COVID-19 test
 - staying home awaiting the results of a COVID-19 test
 - being sick with COVID-19
 - going to get vaccinated
 - experiencing a side effect from a COVID-19 vaccination
 - having been advised to self-isolate due to COVID-19 by an employer, medical practitioner, or other specified authority
 - providing care or support to certain relatives for COVID-19 related reasons, such as when they are:
 - sick with COVID-19 or have symptoms of COVID-19
 - self-isolating due to COVID-19 on the advice of a medical practitioner or other specified authority
- B. **Employers are required to pay employees up to \$200 a day for up to three days.** Any day claimed, regardless of the duration of absence, will be deemed to be a full day. The three days do not have to be taken consecutively. Wages are determined as the regular rate of pay multiplied by the regular number of hours worked, up to a maximum of \$200.
- C. **Doctor's note not required**

Employers cannot require an employee to provide a certificate from a doctor or nurse as evidence.





INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 353



ROBERT WHITE
PRESIDENT

LEE CAPRIO
BUSINESS MANAGER
FINANCIAL SECRETARY

JEFF IRONS
VICE-PRESIDENT

D. Employees opt-out of paid leave

If you are receiving other benefits right now, receiving paid infectious disease emergency leave may affect your eligibility for, or amount of, benefits under other programs. To avoid this outcome, employees may choose not to receive the infectious disease emergency leave pay they are entitled to.

To do this, employees must advise their employer in writing of their decision to take the time as **unpaid** infectious disease emergency leave.

This written decision must be made before the end of the pay period in which the leave occurs.

E. Unpaid infectious disease emergency leave taken between April 19, 2021 and April 28, 2021

Although the ESA was amended on April 29, 2021, the entitlement to paid infectious disease emergency leave is deemed to have started on April 19, 2021.

Eligible employees who took an unpaid infectious disease emergency leave between April 19, 2021 and April 28, 2021, for a reason for which they can take paid leave as outlined above, can choose to take those days as paid leave instead. To make this decision, employees must advise their employer in writing **no later than May 12, 2021**.

2. CANADA RECOVERY SICKNESS BENEFIT

The Government of Canada currently offers the [Canada Recovery Sickness Benefit \(CRSB\)](#), which may provide federal income support benefits to employees who are not working for certain COVID-19 reasons.

The CRSB is currently available until **September 25, 2021**.

The right to take time off work under the ESA is not the same as the right to the payment of employment insurance benefits or federal government supports. An employee may be entitled to a leave under the ESA **whether or not** they have applied for or qualified for federal benefits or supports.

All payments are administered by the Government of Canada through the Canada Revenue Agency (CRA).





IBEW
CANADA

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 353



EXCELLENCE
AT WORK

ROBERT WHITE
PRESIDENT

LEE CAPRIO
BUSINESS MANAGER
FINANCIAL SECRETARY

JEFF IRONS
VICE-PRESIDENT

A. Eligibility

The Canada Recovery Sickness Benefit (CRSB) gives income support to employed and self-employed individuals who are unable to work at least 50% of their scheduled work week because they are either:

- sick with COVID-19
- need to self-isolate due to COVID-19
- have an underlying health condition that puts them at greater risk of getting COVID-19

Employees are not eligible for the CRSB if they are receiving paid leave from their employer for the same period or receiving any of the following for the same period:

- Canada Recovery Benefit (CRB)
- Canada Recovery Caregiving Benefit (CRCB)
- short-term disability benefits
- Employment Insurance (EI) benefits
- Québec Parental Insurance Plan (QPIP) benefits

If you have questions or concerns about this program or claiming amounts, please call the office.

In Solidarity,

Lee Caprio
Business Manager/Financial Secretary

LC:krh

