



# COVID-19 and Employment law

*think: forward*

# Workplace safety

- What to do if employee presents as sick?
- Employees at home?
- Inquiry/investigation re: sick employees?
- What to do when employee tests positive?

# Employee refusals



- Refusal to attend work?

# Privacy issues

- Policies requiring disclosure of certain info
- Confirmation from medical profession?
- Disclosure of reasons for employee's leave or absence from workplace



# Human rights issues

- Is COVID-19 a disability?
- Other human rights issues relating to COVID-19?

# Workers comp and benefits

- Workers compensation coverage for COVID-19?
- Entitlement to group health plan coverage?



# Lay-offs and notice

- Unforeseen circumstances?
- 50 or more workers?
- Government support schemes





These materials are intended to provide brief informational summaries only of legal developments and topics of general interest.

These materials should not be relied upon as a substitute for consultation with a lawyer with respect to the reader's specific circumstances. Each legal or regulatory situation is different and requires review of the relevant facts and applicable law.

If you have specific questions related to these materials or their application to you, you are encouraged to consult a member of our Firm to discuss your needs for specific legal advice relating to the particular circumstances of your situation.

Due to the rapidly changing nature of the law, Stewart McKelvey is not responsible for informing you of future legal developments.

