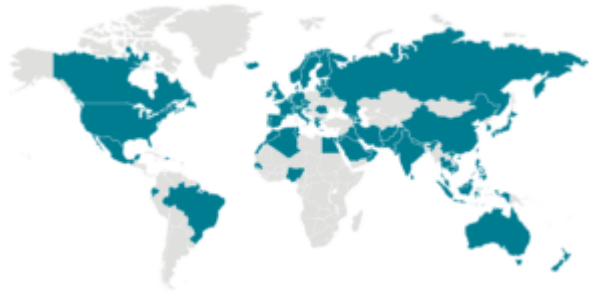


OHS Compliance & Management During the COVID-19 Pandemic



On March 11, 2020, the World Health Organization (WHO) assessed COVID-19 as a pandemic.

This assessment by the WHO is not unexpected. Describing the situation as a pandemic does not change the WHO's assessment of the threat posed by COVID-19 and it does not change what the WHO is doing. It also does not change what countries around the world should do.

Employee safety is paramount, but mechanisms are ineffective

Policy making at many companies is scattershot, especially at those that haven't yet seen the coronavirus directly. Many, such as professional-services and tech companies, lean very conservative: their protection mechanisms often add to a perception of safety without actually keeping people safer. For instance, temperature checks may not be the most effective form of screening, given that the virus may transmit asymptotically. Asking employees to stay at home if they are unwell may do more to reduce transmissibility. Such policies are more effective if employees receive compensation protection and insulation from other consequences too.

Some companies aren't thinking through the second-order effects of their policies. For example, a ban on travel without a concomitant work-from-home policy can make the office very crowded, leading to higher risk of transmission. Others are adopting company-wide policies without thinking through the needs of each location and each employee segment. (Source: <https://www.mckinsey.com/business-functions/risk/our-insights/covid-19-implications-for-business>)

Bongarde takes OHS/HR compliance & training seriously and has been for over 90 years. During these times, we want to help you and your organization rapidly deploy the right and compliant strategies. We've curated some quick to download resources, training and tools to use in your battle against COVID-19.

REGISTER NOW FOR UPCOMING WEBINAR: Pandemic Pandemonium: The Workplace Challenges of COVID-19

Province Pages

Each jurisdiction in Canada is responding to the COVID-19 pandemic quickly and changing, either loosening or developing new, legislation on almost a daily basis. Click on the links below to get the latest information in real time.

AB: OHS |HR

BC: OHS|HR

SK: OHS|HR

MB: OHS|HR

ON: OHS|HR

QC: OHS|HR

NL: OHS|HR

NS: OHS|HR

NB: OHS|HR

PEI: OHS|HR

YT: OHS|HR

NWT: OHS|HR

NU: OHS|HR

COVID-19

- [Create a Household Plan](#)
- [Coronavirus Disease 2019 Basics](#)

OHS & HR Basics

- [Around the Provinces: Temporary Layoff Rules Across Canada](#)
- [Family Status Accommodation Requests: How Far Do Employers Need To Go'](#)
- [Compliance Briefing: Unpaid Illness & Family Care Leave Rights Across Canada](#)
- [COVID-19 And The Workplace ' Your Legal Obligations As An Employer And Employee During A Pandemic](#)
- [Coronavirus Telecommuting Arrangements: The 4 Cybersecurity Risks to Consider](#)
- [Compliance Briefing: Unpaid Illness & Family Care Leave Rights Across Canada](#)
- [Role of HR Director in Business Continuity Planning](#)
- [Winners & Losers: Can You Discipline Employees for Refusing to Get a Coronavirus Shot'](#)
- [10 Steps to Pandemic Preparedness](#)
- [Compliance Cheat Sheet: Maximum Work Hours & Minimum Rest Periods](#)
- [Compliance Briefing: The 5 Things HR Needs to Know about Coronavirus & Workers' Compensation](#)
- [Compliance Briefing: The 4 Kinds of Coronavirus Control Measures Required by Law](#)
- [Employees' Briefing: What You Need to Know about Coronavirus](#)
- [Coronavirus: Information Bulletin for Employers](#)
- [The 12 Things HR Managers Need to Know about Coronavirus](#)
- [16 Questions Employers Should Ask About Coronavirus](#)
- [COVID-19: Pandemic Preparedness for Business](#)
- [The 12 Things OHS Managers Need to Know about Coronavirus](#)
- [Novel Coronavirus 2019 ' Precautionary Measures in The Workplace](#)

- **Brief Your Supervisors: Is Fear of Coronavirus Infection Valid Grounds for a Work Refusal'**
- **Coronavirus Outbreak: What Canadian Employers Can Do**
- **What You Need to Know About the Coronavirus (COVID-19) ' Safety Training**
- **Scorecard: Work Refusals for Fear of Getting an Infectious Illness**
- **Business Continuity Plans and COVID-19: How to Prepare**

Special Reports & Infographics

- **How the Coronavirus Can Affect Your Business**
- **Business Continuity in a Pandemic**
- **Coping with Stress During An Infectious Disease Outbreak**
- **Taking Care of Your Behavioral Health During An Infectious Disease Outbreak**
- **Coronavirus Infographics**

Tools & Policies

- **BYOD Policy**
- **Screening Form for Coronavirus**
- **Pandemic Preparedness Checklist**
- **Temporary Suspension of Nonessential Business Travel Memo**
- **Communicable Diseases Policy**
- **Infectious Disease Control Policy**
- **Respiratory Protection Policy**
- **Visitors Safety Policy**
- **Biohazards & Chemicals: Eyewash Stations & Emergency Showers Policy**
- **Workplace Violence Policy**
- **Working Alone/Isolation Safety Policy**
- **Return to Work Policy**
- **Respiratory Protection Policy**
- **Long-Term Health & Safety Trends Policy**
- **Worker Safety Training & Education Policy**
- **Emergency Preparedness & Response Policy**
- **Work Refusal Policy & Procedure**
- **Workplace Psychological Safety Policy**
- **Anti-Harassment Policy**
- **Safe Patient Handling Policy**
- **Fatigue Management Policy**
- **Business Travel & Expense Policy**
- **Short-Term Telecommuting Agreement**
- **Emergencies and Business Interruptions Policy**
- **Workplace Safety Policy**
- **Telecommuting Policy**
- **Personal Protective Equipment Policy**
- **Short Term Disability / Sick Pay Benefits Policy**
- **Payroll Advances Policy**
- **Declared Emergencies Policy**
- **Employee Attendance Policy**
- **Psychological Safety Policy**
- **Attendance Management Program Policy**
- **Overtime Policy (Non-Union)**
- **Accommodation Policy**
- **Work-Related Stress Policy**

- **Compassionate Care Leave Policy**
- **Leave of Absence Policy**
- **Sick and Personal Leave Policy**
- **Doctor's Note Policy**

Safety Training

- **Online Safety Training**
- **Workplace First Aid**
- **Emergency Preparedness ' Do You Know What to Do'**
- **Employee Safety Orientation Safety Video**
- **Emergency Preparedness at Work**
- **Fatigue: The Safety Risks & How to Manage Them**
- **Fatigue at Work ' A Safety Nightmare in the Making**
- **The Flu ' A Bonus from Work Nobody Wants**
- **What You Need to Know About the Coronavirus (COVID-19) ' Safety Training**
- **What You Need to Know About the Coronavirus (COVID-19) ' Safety Training ' French**
- **A Messy Workplace is Never Safe**
- **Housekeeping at Work' Don't Sweep It Under the Rug**
- **Hand Hygiene**

- **Eight Ways to Avoid Catching and Spreading the Flu**
- **Don't Let Your Flu Out Of The House**
- **Wash Up for Health and Safety**
- **Safe Respirator Use**
- **7 Things to Know About Respirator Use**
- **Respirators: How to Demonstrate the Equipment**
- **Bloodborne Pathogens Training Safety Video**
- **Adapting to the Rhythm of Shiftwork**
- **Turn the Heat Down on Conflict Before it Boils Over**

Special Topics

- **Attendance**
- **Business Continuity**
- **Child Care: Compliance Briefing: How Far Must You Go to Accommodate Employees' Child Care Needs'**
- **Emergency Response Planning**
- **Health & Wellness**
- **Hygiene**

- **Infectious Disease Control**
- **Pay & Leaves of Absence**
- **PPE**
- **Telecommuting/Telework**
- **Travel**
- **Work Refusals: Work Refusals for Fear of Getting an Infectious Illness**

