Employment and Human Resources Issues During COVID-19

Ontario Association for Behaviour Analysis (ONTABA)

Professional Webinar Series

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ONTABA

The Ontario Association for Behaviour Analysis, Inc.

SML

Steinecke Maciura LeBlanc

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Introduction



Relevant Legislative Landscape

What's New?

- Minimum employment standards legislation
- Changes to employment insurance benefits
- Changes to *Income Tax Act*
- Essential businesses orders

Essential Workers in Focus

- Who qualifies?
- Guidance from the Ministry
- Confusion around health care workers

Relevant Legislative Landscape

Health and Safety

- Obligations of employers
- Obligations of employees
- Work refusals
- Privacy in the workplace

Relevant Legislative Landscape

Human Rights Legislation

- Protected grounds in protected social areas
- Family status and disability
- Accommodation up to the point of undue hardship
- Pay and accommodation

Job Changes

Common Questions:

- Requirements to pay?
- Scaling back of hours?
- Change of duties?

Job Changes

Risks and Solutions:

- Constructive dismissal
- Consent to changes
- Creative options
- Temporary layoffs as an option

Human Resources Considerations

- Clear communication
- Leadership
- Employee engagement
- Mental health
- Flexibility
- Availability of benefits
- Where are the opportunities?

Questions or Comments



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