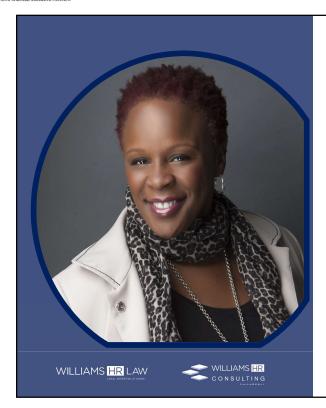


# OF RETURN TO WORK IN THE PANDEMIC

**Women's Financial Executive Network** 

November 4, 2020





**Laura Williams**Founder and Principal







# **Session Roadmap**

- Current "normal"
- The hotspots
- The opportunities





# THE CURRENT NORMAL



CONSULTING

# **General Snapshot**

- Most of Ontario in Stage 3
  - "Hotspots" (Toronto, Peel, Ottawa, York) in modified Stage 2
- End of Declaration of Emergency
- Ontario introducing a new set of specific criteria for imposing anti-COVID-19 measures (the colourcoded system)
- Schools have reopened





# THE CURRENT NORMAL



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# **Govt Assistance Measures Extended**

- CEBA to December 31, 2020
- CEWS to June 2021 (proposed)





# THE CURRENT NORMAL



WILLIAMS HR LAW



# **Employment Insurance Changes**

- Hours credits to allow workers to reach the insurable hours threshold to qualify for EI benefits
- A higher minimum unemployment rate for a one-year period
- A minimum benefit rate
- A premium rate freeze





# THE CURRENT NORMAL WILLIAMS IR LAW CONSULTING

# **New Recovery Benefits**

- Canada Recovery Benefit
- Canada Recovery Sickness Benefit
- Canada Recovery Caregiving Benefit

# **New Rent Subsidy (Proposed)**

Canada Emergency Rent Subsidy





# THE CURRENT NORMAL WILLIAMS FIRE LAW CONSULTANT CO

# **Layoffs**

- May 29, 2020, Infectious Disease Emergency Leave Regulation
- Deemed IDEL was set to end on September 4, 2020
- September 3, 2020 the Regulation was amended to continue until January 2, 2021





# THE CURRENT NORMAL



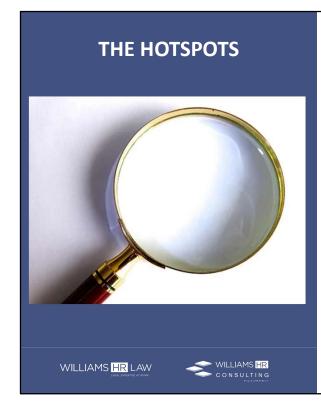
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# Leaves

- Employees still entitled to IDEL
  - COVID-19 is a designated infectious disease under the ESA





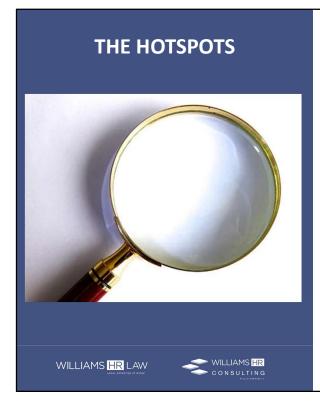


# **Health and Safety**

- Maintaining and monitoring safe practices
- Contingency planning
  - Second wave or outbreak
- Enforcing safety protocols





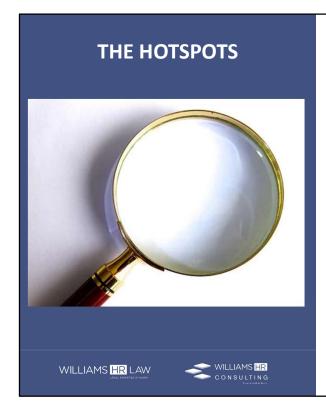


# **Accommodation**

- Disability
  - Mental health
- Family status
- · Understanding when leaves apply
  - Reprisal exposures
- Balance between accommodating and placing on leave
- Flexibility and WFH expectations





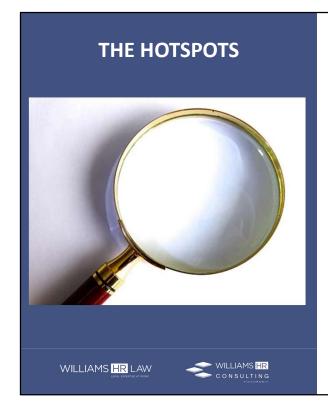


# Hours of Work and Work from Home

- Flexible working hours
  - Productivity and client service
- Vacation entitlements and policies
- Overtime and recordkeeping
- Managing WFH employees
- Employee technology use and data security







# **Layoff and Termination Entitlements**

# **Layoffs**

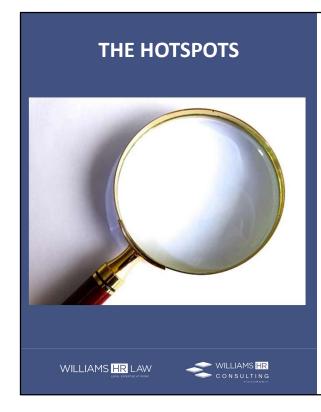
- · Familiarity with layoff rules changes
- Constructive dismissal exposures

# **Terminations**

- Termination cost increases
- Structuring termination packages







# **EDI and Discrimination/Harassment**

- Conduct issues
- Emotionally charged environment
- Increased complaints/investigations
- Condonation exposures
- Policies and training





# THE OPPORTUNITIES WILLIAMS IR LAW CONSULTING

# **Leveraging Change**

- Rethink work
  - Modernize how work performed
  - o Improve client service
- Recalibrate roles
- Realign culture
- Reinforce EDI
- Redefine HR





# **Contact Us**

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