

Ontario COVID-19 Worker Income Protection Benefit

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 leave for reasons related to COVID-19. Paid leave is available for the following:

- Going for a COVID19 test, or waiting for results,
- Being sick yourself with COVID19 or looking after a dependent that is,
- Going to get vaccinated or feeling side effects from vaccination,
- Having been advised to self-isolate due to COVID19 or looking after a dependent that is self-isolating.

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

Eligibility

The paid leave is available to employees that do not already receive paid sick time through their employer and are covered by the Employment Standards Act (ESA). Independent contractors or federally regulated employees do not qualify for these days.

Employer Reimbursement

- Eligible employers would be able to apply for a reimbursement of up to \$200 per employee day taken, from the Ontario government.
- If the employee's regular rate of pay is less than \$200 per day, the employer will only be eligible for a reimbursement of the employee's regular rate of pay.
- Eligible employers would need to make their application for reimbursement within 120 days of the paid leave.