

OHS/ES eNews

During the current COVID-19 pandemic, you will receive special editions of eNews with the latest developments in Occupational Health and Safety (OHS) and Employment Standards (ES).

COVID-19: a workplace health and safety concern

COVID-19 is a respiratory virus that can be spread either directly or indirectly.

- Direct infection can happen if:
 - Someone coughs or sneezes on you.
 - You shake hands with someone who is sick and then touch your eyes, nose or mouth.
- Indirect spread can happen from contaminated surfaces, tissues, cloth or paper.

The OHS Resource Portal has a [COVID-19 coronavirus](#) section with bulletins related to minimizing risk from respiratory viruses.

COVID-19 information

Visit [Temporary workplace rule changes](#), [Supports for businesses](#), [Restricted and non-restricted services](#) and [Restrictions on businesses](#) for up-to-date information.

- [COVID-19 Chief Medical Officer health care PPE guidelines](#)
- [COVID-19 publications by industry](#)
- [Guidance for managers and operators of industrial work camps](#)
- [Hazard assessment and control](#)
- [Working from home during a pandemic](#)
- [N95 Respirator Ministerial Order](#)

Alberta Health Services

- [Frequently asked questions](#)
- [Novel coronavirus \(COVID-19\)](#)
- [Mental Health Help Line](#)

Contact OHS

1-866-415-8690 (toll-free)
780-415 -8690 (Edmonton)
TTY: 1-800-232-7215
TTY: 780-427-9999 (Edmonton)
[Report a serious incident](#)
[Online incident reporting service](#)

Contact ES

1-877-427-3731 (toll-free)
780-427-3731 (Edmonton)
[Ask an Employment Standards question](#)

Moving towards a relaunch

Alberta's [Relaunch Strategy](#) puts safety first while gradually reopening businesses, resuming activities and getting people back to work.

[Alberta Biz Connect](#) provides workplace guidance and supports to help businesses and non-profits affected by COVID-19 begin to reopen and resume operations safely.

The Chief Medical Officer of Health has issued [Order 18-20](#), which rescinds Orders 01-2020, 02-2020, and 07-2020. Appendix A of the order contains a list of businesses, entities and schools closed to the public.

- [Restricted and non-restricted services](#)

For links to specific ministerial orders, orders in council and legislation that have been implemented to support Albertans and prevent the spread of COVID-19 visit [Alberta.ca](#).

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Certificate of Recognition (COR)

Certifying Partners (CPs) are now authorized to grant individual 90-day COR extension for CORs expiring from July 1 to July 31, 2020. Previously, this extension was available for CORs expiring from March 17 to June 30, 2020.

Employers who received a previous extension are eligible for a second 90-day extension from their CP.

The due dates have been extended for COR holders to submit their 2020 maintenance action plans to their CP. The new dates are June 30, 2020, for initial plan approval, and December 31, 2020, for review/approval of completed plans.

For information, contact your [certifying partner](#).

Workers' Compensation Board - Alberta (WCB)

WCB has developed a new "[COVID-19 at work](#)" [fact sheet](#) for employers. This fact sheet provides information about workplace outbreaks and answers questions about when and why claims need to be reported to WCB. Visit WCB's [COVID-19 web page](#).

Other resources

Alberta Construction Association

- [Pandemic planning for the construction industry](#)

Alberta Hotel and Lodging Association

- [COVID-19 and your hotel](#)
- [Sample property closure checklist.docx](#)

Alberta Liquor Store Association

- [Common COVID-19 safety measures you can implement in-store](#)

Canadian Centre for Occupational Health and Safety

- [COVID-19 tip sheets for high-risk and essential occupations and industries](#)
- [Reopening for business](#)

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If in doubt with respect to any information contained within this material, or for confirmation of legal requirements, please refer to the current edition of the *Occupational Health and Safety Act*, *Occupational Health and Safety Regulation* and *Occupational Health and Safety Code*, *Public Health Act* Order, or other applicable legislation. Further, if there is any inconsistency or conflict between any of the information contained in this material and the applicable legislative/*Public Health Act* Order requirement, the legislative/*Public Health Act* Order requirement shall prevail.

This material is current to May 22, 2020. The information, law, requirements, and policies are constantly changing during this unprecedented global pandemic. It is important that you keep yourself informed of the current requirements.

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Quick links

- [COVID-19 info for Albertans](#)
- [Alberta OHS legislation](#)
- [Employment Standards](#)
- [Partnerships in Injury Reduction](#)
- [Alberta Queen's Printer](#)

Employment Standards

In most instances, when an employer decides to terminate an employee, the employer is required to provide written notice that the employment relationship is ending. The following are important facts for employers regarding termination notice and pay:

- An employer cannot terminate an employee while that employee is on a protected leave, such as COVID-19 leave or long-term illness or injury leave.
 - An exception to this rule is if an employer ceases business operations.
- The amount of termination notice required varies based on the length of employment.
- Instead of giving written notice, an employer can choose to provide termination pay in lieu of notice, or a combination of both.

Go [here](#) for more information.

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