

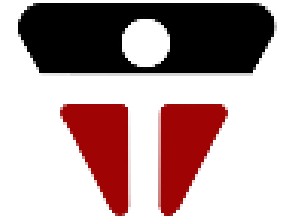
COVID-19 and Ontario Farm Worker Health and Safety

**Working Together to Communicate Important COVID-19
Prevention Information to the Ontario Agricultural Sector**



Occupational Health Clinics for Ontario Workers (OHCOW),
Ontario Ministry of Labour, Training and Skills Development (MLTSD)

Occupational Health Clinics for Ontario Workers (OHCOW)

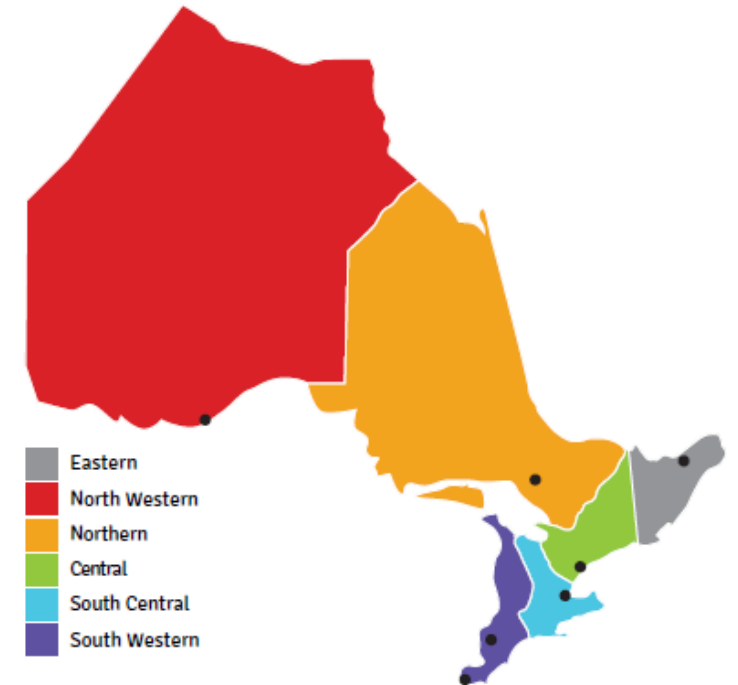


❖ First (Hamilton) clinic founded in 1989

❖ Our Mission

The mission of the Occupational Health Clinics for Ontario Workers Inc.(OHCOW) is: to protect workers and their communities from occupational disease, injuries and illnesses; to support their capacity to address occupational hazards; and to promote the social, mental and physical well-being of workers and their families.

❖ OHCOW's multi-disciplinary teams, housed in 7 clinics across the province.



Agenda



- **Introduction** Eduardo Huesca, OHCOW MFW Program
- **Heightened COVID-19 Risks to Temporary Foreign (Migrant) Agricultural Workers (TFAW):** Donald C Cole MD, DOHS, MSc, FRCP(C)
- **COVID-19 & the Role of Workplace Parties on Farms with TFAWs:**
 - Ron Landry Industrial Health and Safety Provincial Coordinator (MLTSD)
 - Vince La Tona Occupational Health and Safety Manager (MLTSD)
 - Denise Madsen Infection Control Consultant (MLTSD)
- **Worker-focused Prevention Strategies:** Eduardo Huesca, OHCOW MFW Program
 - *Key Takeaways: IRS, Workplace Communication Support, and Worker Support*
 - *Addressing Resource Gaps*
 - *Education opportunities (draft Video series)*
- **Healthcare matters and WSIB/ Income protection:** Michelle Tew, RN, BScN, DOHS, COHN(C)
- **Discussion and feedback with OHCOW + MLTSD presenters**

Beginning with a Thank you to workers



- **Thank you for the work you do:**
 - We want to ensure that you have a safe season, and are reunited with family and loved ones in good health.
 - We want to wish a safe recovery to the farm workers who are currently ill with COVID-19, and thank the health care workers who are looking after them.
 - We give our condolences to the families and loved ones of the farm workers who have passed away from this virus.
- **Thank you for joining us so we can work together to stop future COVID- 19 infections among farm workers.**



Migrant Farm Worker/ Temporary Foreign Agricultural Worker Program





This event has come out of collaboration with:

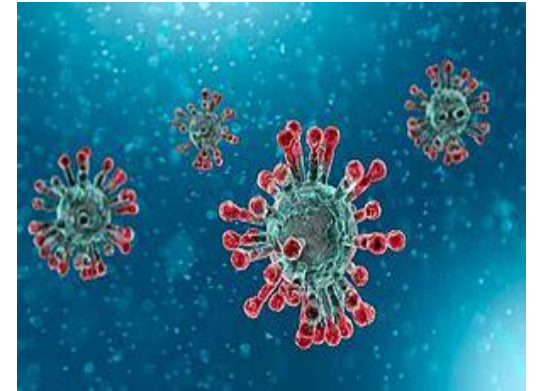
- The Ontario Ministry of Labour, Training and Skills Development (MLTSD)
- The Ontario Fruit & Vegetable Growers' Association (OFVGA)

Earlier today, the OFVGA led a webinar with MLTSD to direct key information back to employers providing the opportunity to learn from MLTSD data on farm inspections, complaints and non-compliance reports, and outbreak investigations, so that areas of safety breakdown can be better understood, towards a focusing on key areas, and a heightening of safety measures to prevent future exposures and outbreaks among farm workers. The MLTSD also reviewed employer responsibilities and a focus on the IRS and the need for collaboration and support by all workplace parties.

Here the Ministry will present the same information but in the context of our current understanding of worker experiences and needs, to spur important discussion with this audience. Content will also be recorded and circulated through worker networks along with additional information and resources.

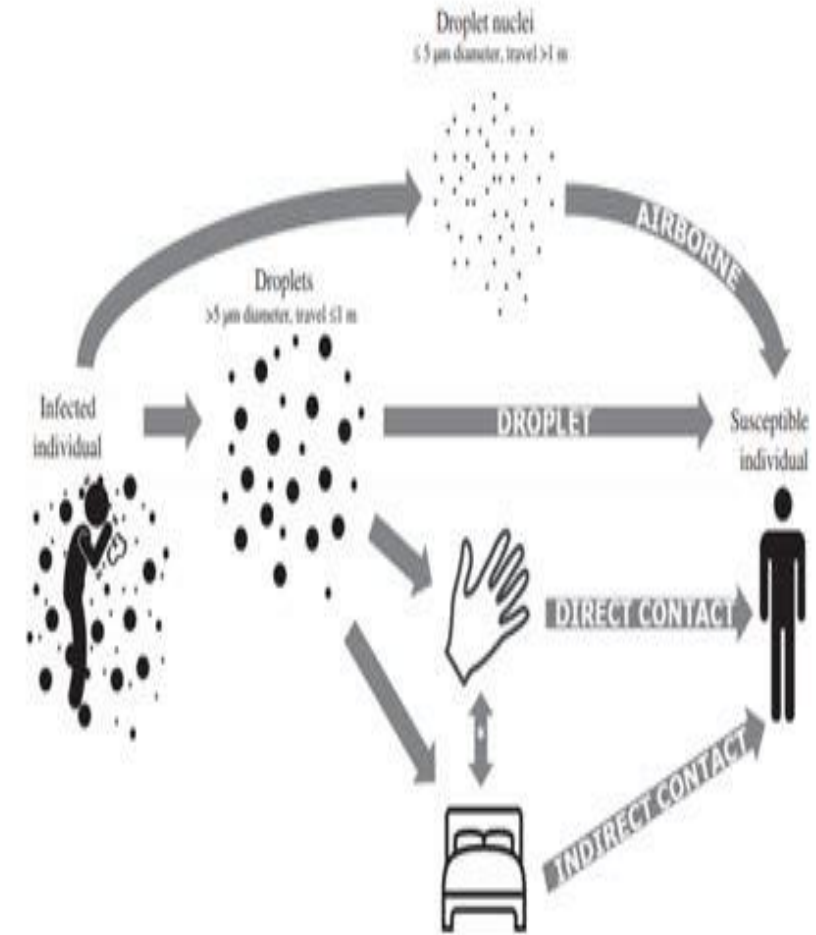
What is COVID-19?

- COVID-19 is a highly contagious, infectious disease caused by a type of Coronavirus - SARS-CoV2
- In Canada there are over 101,000 people who have or had the disease
 - $\frac{1}{3}$ of those cases are in Ontario, over half are in Quebec
 - the number of cases in the general population is going down
 - the number of cases among farmworkers are going up



How is the SARS-CoV2 virus spread?

- Inhaling droplets and smaller particles in the air when an infected person coughs, sneezes, talks, sings, or breathes
 - smaller particles in the air for hours
 - particles and droplets may remain alive on hard surfaces such as kitchen counters or tools for several hours to days
- Touching a surface with the virus on it and then touching your mouth, nose or eyes
- Touching surfaces in washrooms (the virus can be found in and around toilets and feces)



* Transmission routes involving a combination of hand & surface = indirect contact.

MFWs' Greater Risk of *Exposure* to the SARS-CoV2 virus

- Agricultural *equipment* places workers close to each other e.g. planters
 - *Tasks* such as produce packing can place workers together.
 - Agricultural workers share *tools*
 - They can face challenges accessing soap and water in the fields
-
- Shared housing - cramped sleeping, washroom and kitchen facilities
 - Group transportation such as mini-buses
 - Heading to town for supplies and services (groceries + banking in some regions)
 - TFAWs mix and interact with: farm families; local, contract, agency, undocumented, or volunteer workers; shipping personnel; community



MFWs' Greater Risk of *Infection* with COVID-19

- Disease is spread from person to person or person to environment to person
- The more people are together in enclosed areas, the higher the risk
- Illness is often “hidden”: can be very mild, still incubating, or asymptomatic (don't feel sick)
- Agricultural workers were only recently prioritized for testing to detect those infected, still some delay
- Workers may not report mild sickness because they fear loss of wages, reprisal or being sent home
- Some supervisors may not take mild sickness reports sufficiently seriously, for example, saying it is just a cold or allergies



What are the signs and symptoms of COVID-19?

COVID-19 symptoms are similar to other illnesses, including heat stress, a cold or the flu

Most common symptoms:

fever
dry cough
tiredness

Less common symptoms:

aches and pains
sore throat
diarrhea
conjunctivitis
headache
loss of taste or smell
a rash on skin, or
discolouration of fingers or toes

Serious symptoms:

difficulty breathing or
shortness of breath
chest pain or pressure
loss of speech or movement

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019/question-and-answers-hub/q-a-detail/q-a-coronaviruses#:~:text=symptoms>

COVID-19 among MFWs

- There are 500 to 700 temporary agricultural workers who have been diagnosed with COVID-19 illness in Ontario in at least 9 outbreaks, and three workers died
- The main Areas affected are Windsor, Chatham Kent, St. Thomas, Haldimand-Norfolk, Niagara
- Individual workers have also tested positive.
- At the same time, on lots of farms with good COVID-19 relevant practices no farm workers have developed COVID-19 illness



COVID-19 Health & Safety on the Farm

Federal and provincial level guidance from Public Health, additional ministries and sector associations, have been provided to employers on COVID 19 workplace and worker housing safety, as well as on worker health and symptom monitoring, what to do in cases of worker infection, and reporting requirements.

However, recognizing the current worker infections and outbreaks that have occurred in multiple regions, it becomes vital to understand what went wrong, identify safety gaps and breakdowns, and ensure we prevent future exposures and illness.

- Our MLTSD presenters will provide an overview of information they have gathered from their work to contribute to this understanding, along with an overview of relevant initiatives, and additional key safety messages they have identified as relevant for both employers and workers.

Key Takeaways and ongoing work

- Ensure workers understand hazards in their context, and are made aware of any new risk insights and resulting procedural changes
- Support employers and workers to attain a level of two way safety communication that is always needed, but **critical** during this pandemic.
- Support for workers whose concerns are not being addressed at the workplace level (non-functioning IRS), critical to ensure they are not left in dangerous situations without access to guidance or help.
- Clear and accessible reporting information and mechanism for workers, including anti-reprisal support. Continue work to ensure these are effective.

Developing High Functioning Internal Responsibility Systems

- Ensure workers are made aware of ongoing insight on safety breakdowns and risk points, and that they **understand them, through way of engagement, discussion, and opportunity for feedback.**
- **For effective “compliance”, understanding, communication & engagement are essential.** Understanding= buy in =feedback loop to identify opportunities for safety strengthening and improvements from the worker level. (Fundamental IRS)
- Employer safety assertions that are based on control alone, without opportunity for the above, leave room for misunderstanding, safety gaps and risk.
- **Language** barriers further complicate and challenge IRS.

Workplace OHS Communication Support

- **Employer guidance and practical resources** to support improvement in IRS and health and safety communication in agricultural workplaces.
 - Employers are at varying levels of OHS communication capacity/ effectiveness with farm workers they hire, but there should be clarity as to where they should be working to get to, and support to get there.
- **Language support and capacity**
 - Need to identify current language support needs on farms, address as soon as possible through professional / volunteer initiatives currently being offered. Critical.
 - Longer term need to increase sector's language capacity. Structural, sustained, and professional capacity.
 - **eg. Ontario Pesticide Education Program (OPEP) spanish language trainers**

Information and Support from the Community Level

- **Through community channels of communication**-recognizing that some workers are not receiving sufficient information or engagement from employers/ workplace level and cannot be left in concerning/ dangerous situations.
 - Listening to workers/ worker led/ advocacy groups, and community members on what information and support disenfranchised workers need, and respond.
 - Better use of social media and information exchange platforms that are accessible and used by workers to provide information and resources.

COVID-19 Safety- Worker Resource Needs

- Early on, lack of COVID 19 resources for worker education in formats accessible to them (language and text accessible formats)
- Resources created by public health units, community health centres, health and safety associations etc.
- **OHCOW worker resources grouping in PDFs-** Circulated to employer networks to be used in worker COVID 19 safety orientations and ongoing education.
- **OHCOW COVID 19 farm worker presentation video(s)**

Government of Ontario COVID-19 Safety Posters and Sector Documents Relevant to Farming Operations

<https://www.ontario.ca/page/resources-prevent-covid-19-workplace#construction> (English language. Requested translation into Spanish and Thai)

Updated May 13, 2020



Occupational Health Clinics for Ontario Workers Inc.
Centres de santé des travailleurs (ses) de l'Ontario Inc.

Resource name	Topic	Source	Format	Language	Note	Link
Protect against COVID-19- Stay 2 metres apart while working	Physical distancing at work	Government of Ontario	Text and infographics	English Spanish (by OHCOW)	Directs to provincial COVID 19 assessment support.	English: https://files.ontario.ca/mhsdt/mtsd-essential-sector-posters-appro-humeworker-en-8.5x11-2020-04-30.pdf Spanish: https://www.ohcow.on.ca/edit/files/mfw_docs/stay_2_metres_apart_spa.pdf
Protect against COVID-19- Maintain space between crew members during transport	Physical distancing during worker transport	Government of Ontario	Text and infographics	English Spanish (by OHCOW)	Directs to provincial COVID 19 assessment support.	English: https://files.ontario.ca/mhsdt/mtsd-essential-sector-posters-agriculture-employer-en-8.5x11-2020-04-30.pdf Spanish: https://www.ohcow.on.ca/edit/files/mfw_docs/maintain_space_between_workers_during_transport_spanish.pdf
Protect against COVID-19- Conduct meetings outdoors	Workplace meeting safety	Government of Ontario	Text and infographics	English Spanish (by OHCOW)	Directs to provincial COVID 19 assessment support.	English: https://files.ontario.ca/mhsdt/mtsd-essential-sector-posters-construction-employer-en-8.5x11-2020-04-30.pdf Spanish: https://www.ohcow.on.ca/edit/files/mfw_docs/conduct_meetings_outdoors_spanish.pdf

COVID 19 Resources for migrant farm workers

(English \ Spanish language)

Updated May 12, 2020



Occupational Health Clinics for Ontario Workers Inc.
Centres de santé des travailleurs (ses) de l'Ontario Inc.

Resource name	Topic	Source	Format	Language	Note	Link
Coronavirus (COVID-19)	General education	CDC	Website with information and educational materials	English Spanish		English: https://www.cdc.gov/coronavirus/2019-ncov/index.html Spanish: https://espanol.cdc.gov/coronavirus/2019-ncov/index.html
Stop the Spread of Germs	Safety and prevention measures	CDC	Text and infographics	English Spanish		English: https://www.cdc.gov/coronavirus/2019-ncov/downloads/stop-the-spread-of-germs.pdf Spanish: https://www.cdc.gov/coronavirus/2019-ncov/downloads/stop-the-spread-of-germs-sp.pdf
Symptoms of Coronavirus (COVID-19)	Symptom awareness	CDC	Text and infographics	English Spanish		English: https://www.cdc.gov/coronavirus/2019-ncov/downloads/COVID19-symptoms.pdf Spanish: https://www.cdc.gov/coronavirus/2019-ncov/downloads/COVID19-symptoms-sp.pdf

- Ontario posters & resources, including many translated into Spanish (5 pages)
- Comprehensive list of Canadian, US, and Mexican resources, English & Spanish resources (17 pages)

Infographics for Key Safety Messages

Reminder
Key Messages for Worker Safety



Don't touch your eyes, nose or mouth.

Wash your hands frequently with soap and water for at least 20 seconds,

Infographics by CCOHS



Cough or sneeze into your elbow or a tissue.

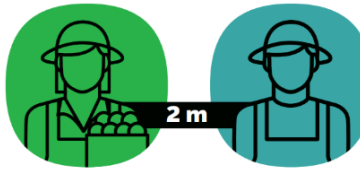
Throw away used tissues immediately.



Avoid close contact, such as shaking hands.

Infographics by CCOHS


Physical Distancing



2 m


<https://www.ontario.ca/page/resources-prevent-covid-19-workplace#section-2>

Maintain space between crew members during transport




<https://www.ontario.ca/page/resources-prevent-covid-19-workplace#section-2>

Use your own tools where possible



<https://www.ontario.ca/page/resources-prevent-covid-19-workplace#section-2>

Disinfect Tools




<https://www.ontario.ca/page/resources-prevent-covid-19-workplace#section-2>

Disinfect work and housing surfaces




<https://www.ontario.ca/page/resources-prevent-covid-19-workplace#section-2>

Disinfect frequently touched equipment surfaces



<https://www.ontario.ca/page/resources-prevent-covid-19-workplace#section-2>

Ensure you disinfect frequently touched surfaces and items



<https://www.ontario.ca/page/resources-prevent-covid-19-workplace#section-2>

Disinfect and wash your work clothes regularly



<https://www.ontario.ca/page/resources-prevent-covid-19-workplace#section-2>

Open doors and windows to let in more fresh air



<https://www.ontario.ca/page/resources-prevent-covid-19-workplace#section-2>

What is Personal Protective Equipment (PPE)

- (PPE) is only recommended when other methods of protection are not available or may not be reliable. e.g. (< 2m separation)
- However masks and gloves can be a source of infection and provide a false sense of security
- Masks (disposable or cloth masks) prevent your mouth and nose droplets from reaching other people or shared surfaces. **It does not protect you** from inhaling airborne particles from someone who has the virus
- Gloves may prevent the virus from getting on your hands, but can spread the virus to others and oneself by touching face.
- Your employer should show you how to safely put on, use & throw out PPE like masks and gloves.
- **Always wash hands before and after you use gloves and masks**



Safe Removal of Gloves



Safe Removal of Gloves

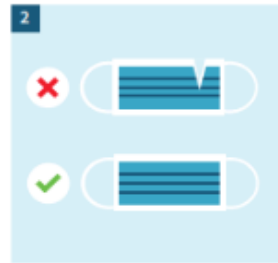


If you feel you need either masks, gloves or other PPE, discuss with a supervisor

How to Wear a Protective Face Mask



Wash your hands with soap and water for 20-30 seconds, or use alcohol-based hand sanitizer before touching the face mask.



Check the new mask to make sure it's not damaged.



Ensure colour side of the mask faces outward.



Locate the metallic strip. Place it over and mold it to the nose bridge.

Removing the Mask



Wash hands, or use alcohol-based hand sanitizer.



Do not touch the front of your mask. Lean forward, gently remove the mask from behind by holding both ear loops or ties.



Get rid of the used mask in a waste container.



Wash hands, or use alcohol-based hand sanitizer.

A focus on your living area/ Bunkhouse

Local **Public Health Units** have provided your employer with COVID-19 safety guidelines for farm worker housing. Your employer should be following these guidelines and providing you with policies to follow as well.

✘ We do not want to confuse any information that Health Units and your employer have given you.

However, we just want to draw your attention to some important considerations.

A focus on your living area/ Bunkhouse

Washroom (high risk- small, enclosed space & feces)

- Clean surfaces and touchpoints regularly (several times/day)
- Avoid touching toilet with hands; Close lid then flush
- Wash hands with soap and water before and after washroom use
- Keep # people sharing as low as possible, stick to same groups
- Wait 15 minutes between users, and ventilate if possible.
- Store belongings safely outside washroom, do not share, and clean frequently, including washing towels
- Carefully dispose of garbage frequently; Wash your hands afterward

A focus on your living area/ Bunkhouse

Kitchen (high risk- frequent use and common touch points)

- Clean surfaces, dishes, cutlery and pans immediately after use.
- Avoid shared food e.g. salt, pepper, hot sauce, coffee, tea, milk ...
- Clean: Doorknobs, handles, tap, fridge, switches, kettle, stove,
- Garbage should be open & accessible, empty daily or more frequently.
- Organize space to maintain distance: safe flow, furniture, storage
- Outside better if possible to prep, cook, eat, rest, wash dishes etc.
- Talk about concerns or safety ideas to coworkers, supervisor, and employer

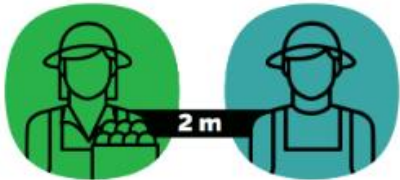
A focus on your living area/ Bunkhouse

Bedroom/ Sleeping area (high risk- time spent in space & proximity)

- Set up beds for > 2m distancing while awake and asleep
- Guidance identifies risk if both bunk levels are used
- Safe storage for distance, access and movement (avoid tripping)
- Maximize air: Open doors & windows, Avoid fans blowing germs
- Handle used clothing & bedding carefully and wash frequently in warm or hot water
- Consider indoor/outdoor shoe system

Nuanced and TFAW specific issues

Physical Distancing and safety during leisure and off farm travel



Mental Health support and staying connected

COVID-19 has also created stress, feelings of isolation and/or loneliness among many of us. Even more so when we are away from family, friends and loved ones.

It is important to consider mental health, and know that we all may face challenges or ups and downs, and that this is **nothing to be ashamed of**. It is important to reach out for help when you need it.

- Keeping connected to friends and loved ones via phone is important (disinfect phone regularly)
- Find ways to take your mind off of what may be causing you stress (if possible)
- Recreational activities are important. Just make sure you are still following COVID 19 safety precautions when doing leisure and recreational activities.
- If you find your stress or mental health difficulties are coming from your work, or experiences at work, discuss this with your supervisor or employer, like you would with any other health and safety concern. **Workplace stress and mental health, as well as harassment, are important workplace health and safety issues.**
- Reach out for help from mental health resources when you need to.

What should you do if you feel sick?

- **Report any symptoms right away - Tell your employer or supervisor**
 - Do not go to work, isolate from your coworkers in a room by yourself
 - Make sure you know how to call for help if you need it
 - Your supervisor should contact public health to report your symptoms
 - They may recommend COVID-19 testing - your employer should arrange this
- **If you have severe symptoms** or difficulty breathing, chest pain or pressure, or loss of speech or movement report it to your supervisor who **should call 911**. If a supervisor is not available to help, call 911 from your phone (WhatsApp does not work for this). Ask for a translator if needed, you will need to identify your location.
- If your employer does not follow the steps above, contact a health clinic providing services to MFWs if there is one in your area. Otherwise contact an advocate, or community friend for assistance to contact public health, find medical care or call Telehealth **1 866 797 0000**.

Non Emergency Health Care

During this season you may have other health issues that are not related to COVID and need medical attention

- e.g. shoulder strain, infection, blood pressure, diabetes, or need a prescription for medication needed on a regular basis.

There are a number of health clinics in Ontario that offer non emergency health services specifically for international farm workers. Most have translators and you can contact them directly through WhatsApp. They are offering services over the phone and in person if you need it.

For many services, you do not need to present your OHIP (green) card if you don't have it.

In other areas there may be Urgent Care centres or walk-in clinics to help. You may need help from your employer, a community advocate, or friend to assist with visiting these clinics. You will need your OHIP card for these services.

You can also call Telehealth by phone **1 866 797 0000**. There is a long message at the beginning in English and French - wait for a person to answer and ask for a translator if you need one.

COVID-19 and Rights and Responsibilities in the Workplace

We have provided a lot of information so far for you as a worker, to keep yourself safe during this COVID-19 pandemic. However, as we know it is **not up to workers alone.**

Employers have the most responsibility for workplace health and safety, and working together is key.

We will review:

- Employer and Supervisor health and safety responsibilities at the workplace
- Your rights and responsibilities as a worker
- Working together and the Internal Responsibility System (IRS)
- Health and Safety Representatives and Joint Health and Safety Committees
- What to do if your concerns are not addressed at the workplace and calling the **Ontario Ministry of Labour Occupational Health and Safety Contact Centre**

Connecting to workers and trying to address questions and to continue to identify information/ resource needs

Beyond worker hazard and safety/ prevention education, to Internal Responsibility System (IRS), workplace OHS responsibilities, rights and what to do if OHS concerns are not addressed at the workplace level.



If you have questions about this video or to let us know what additional information you need

Call and leave a message at OHCOW number:

289-684-2821

or email mfw@ohcow.on.ca

Thank you



Greater Challenges in Accessing Health Care & Support for COVID-19 MFW cases

- Independent access to adequate health care is often difficult for TFAWs
 - Highlighted by pandemic
 - Enabled late reporting of symptoms
 - May have led to larger outbreaks than necessary
 - Workers with disease did not receive needed treatment resulting in more serious health outcomes
- Language barriers and systemic racism can both affect quality of care
- MFWs are away from their families and friends, lacking the kinds of social supports other agricultural workers may have
- Income supports during quarantine may be less than adequate
- The long road to recovery in a small proportion of cases may make return to work difficult

What should you do if you feel sick?

- **Report any symptoms right away - Tell your employer or supervisor**
 - Do not go to work, isolate from your co-workers in a room by yourself
 - Make sure you know how to call for help if you need it
 - Your supervisor should contact public health to report your symptoms
 - They may recommend COVID-19 testing - your employer should arrange this
- **If you have severe symptoms** or difficulty breathing, chest pain or pressure, or loss of speech or movement report it to your supervisor who **should call 911**. If a supervisor is not available to help, call 911 from your phone (WhatsApp does not work for this). Ask for a translator if needed, you will need to identify your location.
- If your employer does not follow the steps above, contact a health clinic providing services to MFWs if there is one in your area. Otherwise contact an advocate, or community friend for assistance to contact public health, find medical care or call Telehealth **1 866 797 0000**.

Non Emergency Health Care

During this season you may have other health issues that are not related to COVID and need medical attention

- e.g. shoulder strain, infection, blood pressure, diabetes, or need a prescription for medication needed on a regular basis.

There are a number of health clinics in Ontario that offer non emergency health services specifically for international farm workers. Most have translators and you can contact some directly through WhatsApp. They are offering services over the phone and in person if you need it.

For many services, you do not need to present your OHIP (green) card if you don't have it.

These services are listed at the following link:

You can also call Telehealth by phone **1 866 797 0000**. There is a long message at the beginning in English and French - wait for a person to answer and ask for a translator if you need one.

NON Emergency Health Care for offshore/ international farm workers by region

If you have an emergency – call 911 on your phone. (WhatsApp does not work for this)

Beaverton area

Contact: **Tel: 416-886-4482**

Service Provided by Brock Community Health Centre (Brock CHC)

Port Hope area

Contact: **Tel: 705-808-3124**

Service Provided in partnership with Port Hope Community Health Centre

Niagara Region

Contact: **Tel: 905 328 1546**

Service Provided by Quest Community Health Centre (Quest CHC)

NON Emergency Health Care for offshore/ international farm workers by region

Norfolk County/ Simcoe/ Delhi area

Simcoe/ Brantford: **Tel: 519 732 6375**

Delhi: **Tel: 519 586 2323 ext 269**

Service Provided by Grand River Community Health Centre (GRCHC)

Chatham Kent area

Contact: **Tel: 519-397-5455 ext 117**

Service Provided by Chatham Kent Community Health Centre (CKCHC)

Windsor Essex/ Leamington area

Contact: **Tel: 519-997-2828 x 503**

Service Provided by Windsor Essex Community Health Centre (WeCHC)

Income continuity during COVID-19

WSIB (Worker Compensation)

- A. Workers diagnosed with Covid 19 due to a workplace exposure and have symptoms** are eligible for compensation (WSIB).
- B. Workers with Covid 19 due to a workplace exposure but no symptoms,** may be eligible for WSIB – decided on a case by case basis.

In both cases, the employer needs to report this to WSIB.

Workers need to complete a workers report - WSIB is assisting with this

Other ways to report cases to WSIB, e.g. form 6, medical

Other income replacement

- A. Workers exposed to someone with Covid 19 and in isolation:**
 - Should be eligible for benefits from private insurance (Cowan) or EI sick benefits.

COVID-19 reporting | Tips and reminders

When to report a claim to WSIB?

- Your employee tells you they believe they contracted COVID-19 in the workplace
- You believe there was a potential workplace exposure
- The WSIB informed you that a claim has been set up based on a Form 6 (Worker's Report of Injury/Disease) or a Form 8 (Health Professional's Report)
- You should make all reasonable efforts to report any injuries/illnesses within the three-day time limit unless you are prevented from doing so because of the state of emergency

When NOT to report a claim to WSIB?

- If someone does not have a diagnosis or symptoms of COVID-19
 - You may choose to file an exposure incident form through our Program for Exposure Incident Reporting or Construction Exposure Incident Reporting program

Impacts on 2020 premium rates:

- Costs associated with COVID-19 related claims will not be allocated at an employer or class level. It will be allocated on a schedule-wide basis
- There will be no change in premium rates for 2020



How does WSIB adjudicate COVID-19 claims:

- All claims submitted will be adjudicated on a case by case basis
- WSIB be review based on submissions from the person with an injury or illness and their employer
- In cases where businesses are not able to meet the three-day reporting time limit, the WSIB will use our discretion on a case-by-case basis to extend time limits for reporting work-related injuries or illnesses
- You can read more about [how we make decisions about COVID-19 claims \(PDF\)](#)

Question/ Discussion